

EASTER NEWSLETTER



PSCBC Debriefing Session

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The 2025/2026 Public Service wage negotiations commenced in August 2024, incorporating a facilitated process from 8-10 October 2024. These negotiations culminated in two collective agreements signed on 20 January 2025. The first agreement outlined salary adjustments and improved conditions of service for the next three financial years (2025/2026, 2026/2027, and 2027/2028), while the second agreement focused on matters requiring further research and negotiation in the 2025/2026 financial year.

As mandated by PSCBC Resolution 02 of 2024, a debriefing session was held to evaluate the negotiation process and identify areas for improvement. The session took place from 11 to 14 March 2025, bringing together Organised Labour and the State as the Employer in the negotiation process.

The session was aimed at highlight strengths and identify areas requiring refinement. After a plenary session opening, the facilitator Mr Livhu Nengovhela, provided insights into debriefing methodologies and

their benefits. He highlighted the importance of structured debriefing in enhancing collective bargaining processes. Various debriefing models were explored, all underscoring the necessity for ongoing improvement in wage negotiations.

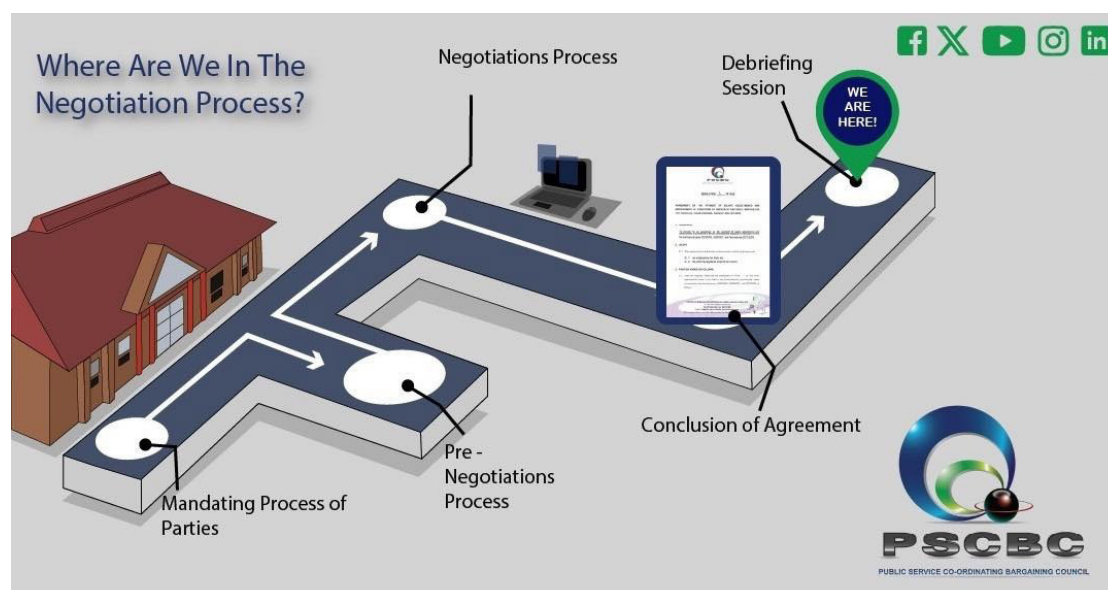
Subsequently the PSCBC General Secretary, Mr Frikkie De Bruin, outlined key negotiation objectives and areas warranting further attention. He focused on four key areas; the negotiations cycle, the issue of information sharing pre-negotiations, the negotiations and post negotiations stages. Parties then engaged in caucus discussions, culminating in individual presentations by labour and employer representatives.

Employer representatives, Ms. Maggie Mogale and Ms. Thokozile Mkhonto, presented an assessment of progress. Progress made on 12 identified concerns, though information leaks remain a challenge. Eight new strategies were integrated into negotiations, but further training of negotiators on the Code of Conduct is needed. Eleven key practices continued, with a focus on better defining the roles of Facilitators and the Chairperson. Moving forward, an enforceable Code of Conduct and Practice Manual needs to be developed, alongside ongoing fiscal analysis updates, and pre-negotiation briefings by independent researchers on economic outlooks.

Regular Council updates will also be implemented to address information leaks.

Labour representative Ms. Masedi Lonkokile highlighted key aspects of the negotiation process, emphasizing labour's unity in securing two agreements. The three-month negotiation period was deemed too short and required reassessment. Recommendations included developing an economic outlook document by the Office of the General Secretary, implementing induction and capacity-building programs for negotiators, and enhancing communication within the 8-a-side strategy. Regular employer updates on agreement implementation and trust-building initiatives were also suggested to strengthen collaboration.

The negotiation cycle takeaways include; the need for ongoing employer feedback on agreement implementation, targeted negotiator training based on a needs analysis, and regular updates to curb information leaks. A review of the three-month negotiation timeline was also recommended to allow sufficient deliberation. The maturity of Public Service wage negotiations was acknowledged, with a commitment to further progress. The debriefing session proved valuable in fostering continuous improvement, laying the groundwork for more effective future negotiations.



PSCBC Debriefing Session

DENOSA Western Cape Provincial 9th Congress



DENOSA Western Cape Provincial 9th Congress

The Democratic Nursing Organisation of South Africa (DENOSA) Western Cape held its 9th Provincial Congress from 15 to 17 January 2025. The PSCBC was honoured to be invited to exhibit and deliver a message of support at this important gathering.

Representing the PSCBC, Mr. Oomang Parag, Senior Manager ICT, addressed the Congress, emphasizing the need for unity, innovation, and practical solutions to meet the evolving demands of the nursing profession. He highlighted that collaboration, solidarity, and effective negotiation remain the foundation of collective success in advancing the interests of healthcare workers.

“Together, we can champion decent work and improved working conditions for Nurses while strengthening the overall health of our communities,” he stated.

The PSCBC remains committed to supporting initiatives that enhance the well-being and professional growth of nurses across South Africa.



DENOSA Western Cape Provincial 9th Congress



DENOSA Western Cape Provincial 9th Congress

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Strategic Staff Operational Plan



The PSCBC hosted its annual strategic planning session from 05 to 07 February 2025. The session, facilitated by the General Secretary, Mr. Frikkie De Bruin, brought together staff members from the various departments of the organisation for a focused and engaging programme.

The purpose of the session was to workshop the Council's revised policies and to develop operational plans for the 2024/2025 financial year. Key discussions centred around several strategic documents and policies, with a strong emphasis on alignment, efficiency, and the implementation of stretch targets designed to drive performance within the organisation. Staff actively participated in in-depth discussions aimed at clearly defining strategic priorities and objectives. These engagements played a vital role in enhancing the Council's operational effectiveness and fostering a culture of collaboration and synergy across departments.

To further strengthen team cohesion, the programme included team-building activities and interactive games.

These activities created a dynamic and positive atmosphere, promoting unity, strengthening interpersonal relationships, and reinforcing a shared vision for the future of the Council.

The strategic planning session was a resounding success, marked by productive engagements, valuable insights, and a renewed collective commitment to the PSCBC's vision and mission. The Council remains steadfast in its dedication to continuous improvement, good governance, and the implementation of policies that support and drive meaningful progress.



GOVERNMENT EMPLOYEE MEDICAL AID SCHEME (GEMS) Strategic Engagement Workshop

On 25 February 2025, the PSCBC held a strategic engagement workshop in Pretoria, led by the General Secretary, Mr. Frikkie De Bruin. The session focused on presenting and discussing the findings of two comprehensive GEMS Review surveys, conducted in 2022 and 2025. These surveys aimed to assess whether the Government Employees Medical Scheme (GEMS) remains aligned with its founding principles of providing equitable access to quality healthcare and affordable medical coverage for public servants.

The workshop served as a crucial platform for sharing insights, highlighting challenges, and engaging stakeholders on the state of the GEMS scheme, particularly amid growing concerns over its affordability.

Presenting the survey results, Mr. De Bruin outlined key issues experienced by members of the scheme. A significant finding revealed that 58.54% of respondents perceive the scheme as unaffordable, with many citing financial strain when accessing healthcare services. Additionally, the surveys indicated that GEMS do not consistently offer value for money across all its benefit options.

Mr. De Bruin also referenced the transformation of GEMS, as guided by PSCBC Resolution 04 of 2017, reaffirming the importance of adhering to the founding principles that bind the scheme as per the PSCBC Resolution.

GEMS was afforded the opportunity to respond to the findings. The Principal Officer of GEMS, Dr. Stan Moloabi, provided a contextual overview of the scheme's establishment, referencing relevant PSCBC



GEMS Strategic Engagement Workshop



PSCBC GS: Mr Frikkie De Bruin at GEMS Workshop

resolutions and the Summit Declaration. Addressing the controversial 13% increase in medical aid contributions, Dr. Moloabi explained that the hike was driven partly by members who temporarily add dependants to access healthcare services, this is an issue that results in cost inefficiencies and financial strain on the scheme. He further cited the high expenditure GEMS incurred during the COVID-19 pandemic as a contributing factor, noting that past increases of 2% and 5% were insufficient to maintain the scheme's financial health.

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"If the 13% increase is not implemented, the scheme will face bankruptcy," Dr. Moloabi stated. However, he reassured attendees that GEMS remains committed to working closely with the PSCBC to ensure that the scheme stays both accessible and affordable to its members.

The strategic engagement also included remarks from key stakeholders, Mr. Mompoti Galorale, Vice Chairperson (Employer), emphasised the importance of strengthening the relationship between the employer, labour, and GEMS. He underscored the need for continued alignment among the three stakeholders to achieve shared objectives.

Echoing this sentiment, Mr. Aubrey Zungu, Vice Chairperson (Labour), noted that labour's continued support of GEMS hinges on the scheme's commitment to its founding principles and prioritisation of public servants. "For GEMS to earn the trust and backing of its members, it must demonstrate value and act in the best interests of public servants," he stated.

The PSCBC remains resolute in its mission to advocate for improved working conditions and social benefits for public servants through constructive dialogue and strategic partnerships. This engagement is one of many platforms through which the Council continues to drive accountability, transparency, and progress in support of its members.

NUPSAW's 2nd National General Council (NGC)



The National Union of Public Service and Allied Workers (NUPSAW) hosted its 2nd National General Council (NGC) in Pretoria from 21–22 February 2025. The event brought together union leaders, members, and key stakeholders under the theme: "Building working class power to change the status quo."

The PSCBC was proudly represented by General Secretary Mr. Frikkie De Bruin, Senior Manager for Collective Bargaining Ms. Valencia Kola, and Senior Manager for ICT Mr. Oomang Parag.

The NGC was officially opened by NUPSAW's 1st Deputy President, Comrade Siphwe Gabela, who warmly welcomed all delegates. NUPSAW General Secretary Comrade Solly Malema presented key reports aligning with the union's objectives and the Council's theme, focusing on empowering workers through collective action and advocacy.

Mr. Frikkie De Bruin delivered a well-received message of support, encouraging NUPSAW members to remain true to their guiding

principle, “Workers First,” and to continue strengthening their voice within the bargaining council space. He acknowledged the significance of 21 February as Armed Forces Day, paying tribute to the 14 South African National Defence Force (SANDF) members who lost their lives during a peacekeeping mission in the Democratic Republic of Congo (DRC).

Commending NUPSAW for reaching this important milestone, Mr. De Bruin highlighted the union’s vital role in the public service sector. Through collective bargaining, legal advocacy, and solidarity, NUPSAW continues to champion fair labour practices, job security, and improved living standards for its members. He also recognised the union’s remarkable growth, with membership figures reaching an impressive 54,765.

In closing, Mr. De Bruin wished NUPSAW well in its deliberations and expressed hope that the union would emerge more united and energised, ready to continue its mission over the next 27 years and beyond—building a professional, empowered workforce that contributes to economic stability and social justice.

The PSCBC’s newly established Trade Union Management Unit (TUMU) also participated in the event, exhibiting and engaging with attendees. As part of its mandate, TUMU plays a vital role in capacitating, training, and promoting trade unions admitted to the Council—supporting sound labour relations and the empowerment of workers across the public sector.



PSCBC Trade Union Management Unit at the NGC



PSCBC GS: Mr Frikkie De Bruin at the NGC

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PSCBC Donates Stationery to ML Lethabo Children's home



*PSCBC Chairperson, Ms Ingrid Dimo,
at ML Lethabo Children's Home*

Demonstrating its ongoing commitment to uplifting underprivileged communities, the Public Service Coordinating Bargaining Council (PSCBC) donated school stationery and toys to the ML Lethabo Children's Home on 27 January 2025. This initiative forms part of the PSCBC's Corporate Social Responsibility (CSR) programme, which aims to build stronger communities and promote access to education and development.

The donation helped provide essential learning materials to the children at the centre, ensuring they are better equipped with the tools they need to pursue academic success. The contribution not only addressed practical needs but also brought smiles, excitement, and hope to the young beneficiaries.

The donation was officially handed over by PSCBC Chairperson Ms. Ingrid Dimo, whose steadfast dedication to community development continues to inspire meaningful change. The PSCBC remains devoted

to initiatives that create lasting impact in disadvantaged communities. By continuing to support education, empowerment, and social well-being, the Council reaffirms its commitment to making a difference where it matters most.



ML Lethabo Children's Home

PSCBC Case Law Webinar

On 27th of February 2025, the Public Service Coordinating Bargaining Council hosted a two-sessions webinar for 09:00am and 16:00pm. The webinar focused on significant case laws with the primary objective to provide an in-depth analysis and interpretation of topical labour law cases, equipping attendees with valuable insights on current case laws.

The webinar was facilitated by the PSCBC Senior Resident Panelist, Advocate Mbulaheni Netshifhefhe, and the Resident Panelist, Ms. Cyla Kok.

The webinar focused on the following case laws:

- SACOSWU obo Brian Kasper v Minister of Justice and Correctional Services
- Tshabalala v Moqhaka Local Municipality and Another
- Qholomasha v Education Labour Relations Council and Others
- SAMWU obo Koopman v City of Cape Town and Others

The sessions were a resounding success as it received 244 attendees out of 317 people who registered to attend the webinar. The two sessions were met with overwhelming participation from attendees. The PSCBC will continue to impart knowledge on labour law to ensure that public servants are well equipped with information.

PSCBC CASE LAW WEBINAR

CASE LAW:

- SACOSWU obo Brian Kasper v Minister of Justice and Correctional Services.
- Tshabalala v Moqhaka Local Municipality and Another.
- Qholomashe v Education Labour Relations Council and Others.
- SAMWU obo Koopman v City of Cape Town and Others.

SPEAKERS:

Adv Mbulaheni Netshifhefhe - Senior Resident Panelist
Cyla Kok - Resident Panelist

To join in on this Webinar click the link below

Link

DATE:
Thursday, 27 February 2025

TIME:
Session One : 09:00am
Session Two : 16:00pm

PSCBC

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PSCBC Case Law Webinar Invite

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PSCBC Mourns the Loss of Chairperson Ms Ingrid Dimo

On 2 March 2025, the Public Service Coordinating Bargaining Council (PSCBC) awoke to the heartbreaking news of the passing of its esteemed Chairperson, Ms Ingrid Dimo. In remembrance of her life and legacy, the PSCBC hosted a heartfelt memorial service that brought together a broad spectrum of dignitaries and stakeholders.

The memorial service was attended by representatives from the Employer and Labour parties, the PSCBC, various Sector Bargaining Councils, the Commission for Conciliation, Mediation and Arbitration (CCMA), the National Bargaining Council for the Chemical Industry (NBCCI), and other key partners in the labour sector. Their presence was a testament to the profound impact Ms Dimo had across the labour relations community.

In his address, PSCBC General Secretary Mr Frikkie De Bruin reflected on Ms Dimo's historic appointment in 2018 as the first female Chairperson of the PSCBC. Her nomination was unanimous—a recognition of her exceptional ability to lead with wisdom, grace, and a steadfast commitment to fairness. Under her guidance, the Council experienced great strides in fostering unity and cooperation among parties.

Mr De Bruin further commended Ms Dimo for her instrumental role in recent wage negotiations, during which the PSCBC successfully concluded two collective agreements—an achievement that underscored her leadership and dedication to solution-driven dialogue.

Several speakers during the memorial service echoed these sentiments, paying tribute to Ms Dimo's courage, humility, and

deep dedication to the labour movement. She was celebrated not only as a skilled negotiator but also as a tireless advocate for women's rights. Her efforts to mentor and empower the next generation of women leaders were an integral part of her legacy.

It was clear from the tributes shared that Ms Ingrid Dimo's influence reached far beyond the Council chambers. Her life's work in collective bargaining and dispute resolution has left an indelible mark on the labour relations landscape of South Africa.

Her warmth, wisdom, and unwavering passion for justice and equality will continue to inspire all who had the honour of working alongside her. The PSCBC honours her memory and will carry forward her legacy with pride and gratitude.



May her beautiful and resilient soul rest in perfect peace!!

Hamba Kahle Mme Ingrid Dimo!!

DENOSA 9th National Congress



DENOSA 9th National Congress

The PSCBC was honoured to attend and support the 9th Democratic Nursing Organisation of South Africa (DENOSA) Congress, which took place from the 25th-28th of March 2025 at Birchwood Hotel in Boksburg, Johannesburg, Gauteng. This congress was held under the theme “Promoting Organisational Growth Through Innovative Practices towards Resilient Quality Healthcare and Effective Member Servicing”.

The Congress focused on several emerging critical issues affecting its members and the broader healthcare sector such as, the implementation of the National Health Insurance (NHI), Post-COVID-19 Healthcare Landscape, Nurses’ Wages and Working Conditions, Global Healthcare Policy Shifts and Mental Health and Wellness of Healthcare Professionals.

The Congress was well attended, with representation from several esteemed dignitaries, including the President of the Republic of South Africa, Honourable Cyril Matamela Ramaphosa, the Secretary-General of the African National Congress (ANC), Comrade Fikile Mbalula, the Minister of Health – Dr. Aaron Motsoaledi, the leadership of the Congress of South African Trade Unions (COSATU), the South African Communist Party (SACP), the General Secretary of PSCBC Mr Frikkie De

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Bruin, international guests, and other key allies of DENOSA.

President Cyril Ramaphosa engaged with members at the Congress, urging DENOSA to take the lead in critical discussions on skilling and training within the healthcare system. He expressed his delight that the Congress will tackle key healthcare matters, ensuring the progress in strengthening the sector for both nurses and communities. This aligned with the Congress as DENOSA stands firm and more determined to champion the rights of nurses and advocate for improvements in the healthcare fraternity.

The PSCBC under the leadership of Mr Frikkie De Bruin extended their message of support congratulating the newly elected leadership of DENOSA, comprising of President Simon Hlungwani, 1st Deputy President Simphiwe Daniel Gada, 2nd Deputy President Linah Jiyane, National

Treasurer Linda Eustacia Katz-Hulana, General Secretary Kwena Daniel Manamela, Deputy General Secretary (Operations) Dimakatso Sebopa and Deputy General Secretary – (Membership) Khaya Sodidi.

The PSCBC further hosted an exhibition for 2 days during the congress to promote the Council's scope and actively engaged with the 490 delegates that were present, representing 87,000 nurses across all nine provinces.

The council expressed deep appreciation to the leadership of DENOSA for an opportunity to engage with their members. The involvement of the PSCBC in the congress reflects its commitment to engaging with stakeholders and supportive bargaining efforts.



President Cyril Ramaphosa at the DENOSA 9th National Congress

Case Law: CITY OF EKURHULENI METROPOLITAN MUNICIPALITY V SAMWU obo GWEJANE & OTHERS

This was a contempt of court order arising from failure to comply with an arbitration award. An arbitration award was issued which required the municipality to place employees who were members of SAMWU into various grades and notches.

There was an application to review the award, but the review was deemed withdrawn and there was no application to revive it. The award was subsequently certified by the CCMA director.

Section 143 of the LRA provides that on arbitration award issued by a commissioner is final and binding as if it were an order of the labour court. Subsection (4) provides that if a party fails to comply with an arbitration award certified, and that orders the performance of an act, other than the payment of money, any other party to the award may without further order enforce it by way of contempt proceedings instituted in the labour court.

An application for contempt was launched, The municipality and the municipal manager as the accounting officer failed to comply with the award. Contempt proceedings were instituted at the labour court and the judge during the proceedings acknowledged that indeed the review application

was deemed withdrawn however, he found that the municipality and the accounting officer could not be held liable for contempt, but nevertheless ordered the accounting officer to comply with the award in 15 days.

The accounting officer failed again to comply with the award and new contempt proceedings were instituted.

The defence raised by the accounting officer was that the non-compliance with the order was Bonafide and not wilful. The judge rejected the argument by both the municipality and the accounting officer and ordered that Dr Imogeni Mashazi, the Municipal Manager was guilty of contempt of court.

The Municipal Manager was sentenced to twelve months imprisonment wholly suspended for two years on condition that the order is complied within 15 days. The matter was taken on appeal to the labour Appeal Court. When the matter came before the appeal, the court was informed that the arbitration award had been complied with, and the appeal proceeded exclusively against the municipal manager as the accounting officer.

The argument she raised was that there had been no personal service of the application for contempt. She further argued that she was not even cited in her

personal capacity, and that the case had not been made that she aided and abetted the non-compliance with the order of the labour court.

The LAC disagreed with the arguments and held that both the municipality and the municipal manager were represented by attorneys and by legal counsel. The Municipal Manager participated in all the proceedings leading up to the final arguments. She had knowledge of the contempt proceedings and the order of the judge in which she was ordered to comply with an arbitration award in 15 days.

The LAC went on to state that the municipal manager was aware of the arbitration award and the non-compliance by the municipality of which she was the accounting officer.

The court further held that the contempt order is to protect the dignity and authority of the courts.

When a party wilfully disobeys an order of court and acts wilfully by not taking steps to comply with the order, contempt order is justified.

The court concluded that the second appellant:

The municipality manager was correctly held to be in contempt of court and the appeal against paragraph 1 of the Labour Court order was dismissed.

Lesson learnt from the judgement

Wilful and deliberate failure to comply with the arbitration award or court order has dire consequences for public officials. Personal services of the award or contempt proceedings is not a defence if the official is aware of the arbitration award or court order but fails to take steps to comply with the order.



VISION

"Ensuring workplace democratization, economic development, social justice and labour peace for the public service"

MISSION

"Embracing the future of work by advancing and protecting centralised collective bargaining, ensuring effective dispute management and good governance, empowering women, persons with disabilities and youth"

VALUES

Integrity Efficiency Accountability Good
governance Equity

EDITING & DESIGN TEAM

General Secretary: Frikkie De Bruin

Senior Manager for ICT: Oomang Parag

Marketing, International Relations and Strategic Partnership Officer: Mmathapelo Mongwe

Intern: Assistant Administrator Marketing International Relations and Strategic Partnership: Thandekile Sindane

Intern: Graphic Designer: Lerato Dimo

**The PSCBC would like to wish you &
your loved ones a Happy Easter
Weekend!**

**May the weekend be filled with love,
happiness, prosperity and renewed
hope.**

Contact Us:
The Editor: PSCBC News, PO Box 3123,
Lyttelton South,
0176

Tel: 012 644 8100
Fax: 012 664 5834



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

Email: info@pscbc.org.za
Website: www.pscbc.org.za

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