

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

WINTER EDITION

2026



IN THIS EDITION

COVER STORY

PSCBC Holds Its 29th Annual General Meeting

Workshop to Strengthen Understanding of Collective Bargaining and Dispute Resolution

News & Events

1. PSCBC and GPSSBC Workshop Advances Discussions on the Establishment of a Public Entities Bargaining Council

12. SAOU Congress Reinforces Collaboration in the Education Sector

2. Personnel Expenditure Review Workshop Explores Sustainable Public Sector Remuneration

13. National Teachers' Union Sports Day Promotes Unity, Wellness and Collaboration

3. SAMATU Elective Congress Focuses on Leadership, Healthcare Reform and the Future of the Medical Profession

14. PSCBC Attends the 13th NEHAWU National Congress

4. PSCBC Hosts GEHS Implementation Workshop at the Free State Chamber to Strengthen Housing Benefit Administration

Special Features

Council Mourns the Passing of Cde. John Teffo

Council Mourns the Passing of Dr Koos Shabangu

5. PSCBC Participates in the 2nd Annual Labour Law and Compliance Summit

Labour Relations & Legal Insights

6. PSCBC Staff Strengthen Organisational Knowledge During Workers' Month

Case Law: Gauteng Department of Roads and Transport v GPSSBC and Others

7. PSCBC Celebrates with DENOSA Mpumalanga on International Nurses Day

8. PSCBC Strengthens Stakeholder Engagement at CMS Industry Indaba

EDITING & DESIGN TEAM

9. PSCBC Celebrates with DENOSA Western Cape for International Nurses Day

General Secretary: Mr Frikkie De Bruin
Senior Manager for ICT: Mr Oomang Parag
Senior Officer: Communications, Ms Mmathapelo Mongwe
Officer Marketing, International Relations & Strategic Partnership: Mr Tshepang Monyake

10. Essential Services Committee Workshop Strengthens Understanding of Minimum Service Agreements

11. PSCBC Hosts Steve Biko Academic Hospital

Strengthening Social Dialogue, Advancing Collective Progress



As we present the Winter 2026 edition of the PSCBC Newsletter, we reflect on a period marked by meaningful engagement, collaboration, and significant milestones in the advancement of labour relations within the South African Public Service. This edition captures the collective efforts of the Council, organised labour, employer representatives, and stakeholders who continue to work together in strengthening social dialogue and promoting a stable, effective, and responsive public service.

A defining highlight of this season was the successful hosting of the PSCBC's 29th Annual General Meeting, where Council members reflected on achievements, considered strategic priorities, strengthened governance structures, and reaffirmed their commitment to collective bargaining and accountability. The AGM served as a reminder that the success of the PSCBC rests on the shared commitment of its social partners to constructive engagement and sound decision-making.

Throughout the quarter, the Council continued to facilitate important discussions on the future of collective bargaining in the public sector. Stakeholder engagements on the proposed Public Entities Bargaining Council, deliberations on public sector remuneration sustainability through the Personnel Expenditure Review Framework, and workshops focused on housing benefits and minimum service agreements all demonstrated the PSCBC's commitment to building labour relations institutions that are relevant, sustainable, and responsive to the evolving needs of public servants.

This edition also highlights the Council's active

participation in various stakeholder platforms, congresses, conferences, and commemorative events. Our engagements with organisations such as SAMATU, DENOSA, SAOU, NATU, NEHAWU, and other strategic partners reinforce the importance of maintaining strong relationships across the labour relations landscape. These interactions provide valuable opportunities to promote the PSCBC's mandate, strengthen partnerships, and contribute meaningfully to discussions that shape the future of the public service.

Equally important is our ongoing investment in people. Internal initiatives such as the Workers' Month "Know Your Organisation" programme and various capacity-building workshops demonstrate our commitment to enhancing knowledge, professional development, and organisational excellence. An informed and empowered workforce remains essential to the delivery of effective services and the achievement of the Council's strategic objectives.

While we celebrate progress, this edition also acknowledges moments of loss. We pay tribute to the late Dr Koos Shabangu and Cde John Teffo, whose dedicated contributions to labour relations and social dialogue left a lasting impact on the PSCBC and the broader public service community. Their commitment to fairness, collaboration, and service excellence will continue to inspire future generations.

As the PSCBC continues its journey towards becoming a credible, inclusive, and future-ready bargaining council, we remain guided by our values of integrity, fairness, inclusivity, excellence, and collaboration. Together with our partners and stakeholders, we will continue to build a labour relations environment that promotes meaningful dialogue, sustainable outcomes, workforce wellbeing, and improved service delivery for all South Africans.

We trust that you will find this edition informative and insightful, and we thank all contributors, stakeholders, and readers for their continued support of the PSCBC's important work.

Mr Frikkie De Bruin
General Secretary
Public Service Co-ordinating Bargaining Council

PSCBC Holds Its 29th Annual General Meeting



The 29th Annual General Meeting of the Public Service Co-ordinating Bargaining Council held on the 26th of June 2026, in Sandton served as an important governance platform where Council reflected on the organisation's performance, achievements and key milestones over the past financial year, while considering strategic priorities for the period ahead.

members and distinguished guests in attendance. His address set the tone for constructive engagement and reaffirmed the Council's commitment to sound governance, accountability and effective collective bargaining.

The Annual General Meeting also fulfilled its governance responsibilities by considering reports on the Council's activities, organisational performance and key achievements, while providing an opportunity for parties to deliberate on matters requiring strategic attention and collective decision-making.

The AGM concluded with the election and re-election of members of the PSCBC Executive Committee, reaffirming the Council's commitment to strong leadership and effective governance. Delegates also took time to honour Council members who are entering retirement, recognising their years of dedicated service



Proceedings commenced with a welcome address by PSCBC General Secretary Mr Frikkie De Bruin, who welcomed delegates and stakeholders to the meeting. A moment of silence was thereafter observed in honour of the late Cde John Teffo, recognising his dedicated service and contribution to the Council and the broader public service labour relations environment.

PSCBC Chairperson Mr Magate Phala officially opened the AGM by outlining the agenda and acknowledging the leadership of organised labour, the employer, Council



to the Public Service and the labour relations community.

Tributes were paid to Mr Pitso Bogatsu, Adv Beauty Chidi, Mr Desmond van Westhuizen, Mr Sali Faker and Mr Edward Harris, whose commitment and contributions have helped strengthen collective bargaining and labour relations over many years. Their dedication and professionalism have left a lasting legacy, and the Council extended its best wishes as they embark on their retirement.

The Council further paid tribute to the late Mr Arnold Mokgabodi in recognition of his outstanding contribution to the labour relations movement and collective bargaining. His wisdom, leadership and unwavering commitment at the negotiating table played a significant role in shaping the public service labour relations landscape. His legacy will continue to inspire the Council and the broader labour relations fraternity for years to come.

The successful conclusion of the 29th Annual General Meeting reaffirmed the PSCBC's commitment to sound governance, accountability and collaborative decision-making. Beyond reporting on the Council's performance, the AGM provided an important platform for parties to reflect on progress made, deliberate on strategic priorities and strengthen partnerships that advance stable labour relations within the Public Service.

The outcomes of the meeting position the Council to continue delivering on its mandate while responding effectively to the evolving needs of its stakeholders.



PSCBC and GPSSBC Workshop Advances Discussions on the Establishment of a Public Entities Bargaining Council



collective bargaining environment for employees within public entities. Their presentation drew on the work of the joint committee established to drive the process and highlighted the progress made to date.

Delegates were presented with key research findings covering the feasibility of establishing the proposed bargaining council, the legislative framework governing its establishment, and the proposed scope and coverage of the sector. The workshop also examined the broader public sector labour relations landscape and the potential benefits of creating a dedicated bargaining forum capable of addressing the unique labour relations needs of public entities.

Further insight was provided through an analysis of National Treasury fiscal data, which highlighted ongoing pressures on the public sector wage bill and the importance of ensuring that any new bargaining framework is financially sustainable. The PSCBC also presented organisational data indicating that approximately 48% of employees within the proposed sector are members of trade unions currently admitted to the PSCBC and GPSSBC, providing an important

On 09 April 2026, the PSCBC, in collaboration with the GPSSBC, hosted a stakeholder workshop at the Premier Hotel in Midrand to advance discussions on the proposed establishment of a Public Entities Bargaining Council. The workshop formed part of the implementation of PSCBC Resolution 1 of 2022, which mandates the exploration of a consolidated collective bargaining framework for public entities.

The workshop brought together representatives from organised labour, employer organisations and other key stakeholders to consider the progress made in implementing the resolution and to engage on the feasibility of establishing a dedicated bargaining council for public entities. The session provided a platform for stakeholders to deliberate on the legal, operational and institutional implications of the proposed structure while promoting consensus on the way forward.

PSCBC General Secretary Mr Frikkie De Bruin and GPSSBC General Secretary Ms Sharlaine Oodit jointly presented the mandate underpinning the process, outlining the rationale for establishing a bargaining council that would provide a structured and coordinated





indication of representativity within the sector. An independent consultant, Ms Shamira Huluman, presented the findings of the research commissioned to support the initiative. Her presentation outlined the proposed governance model for the bargaining council and unpacked the draft constitution developed to guide its establishment and future operations. Stakeholders were afforded an opportunity to engage with the proposals, raise questions and provide input on matters relating to governance, representation and implementation.

The workshop marked an important milestone in the implementation of PSCBC Resolution 1 of 2022, reaffirming the commitment of the PSCBC, GPSSBC and social partners to strengthening collective bargaining structures within the public service. The constructive engagement and technical discussions laid a solid foundation for the next phase of consultations as parties continue exploring the establishment of a Public Entities Bargaining Council that is representative, sustainable and responsive to the needs of the sector.



Personnel Expenditure Review Workshop Explores Sustainable Public Sector Remuneration



A workshop on the Personnel Expenditure Review Framework was hosted by the Department of Public Service and Administration on 10 April 2026 at the PSCBC offices. The session presented the findings of a recently concluded Personnel Expenditure Review, undertaken in consultation with various government departments and State-Owned Entities (SOEs), to assess the sustainability of the public sector wage bill and the effectiveness of existing remuneration policies.

The review sought to determine whether current remuneration frameworks adequately support service delivery, organisational performance and the long-term sustainability of the public service. It also examined key components of personnel expenditure, including

salaries, occupation-specific dispensations (OSDs), benefits, allowances and human resource management practices.

Findings presented during the workshop identified several challenges impacting the public service, including the rising and increasingly unsustainable wage bill, inconsistencies in remuneration structures, outdated occupation-specific dispensations, and inefficiencies in benefits, allowances and human resource systems.

The review further highlighted concerns regarding the weak alignment between remuneration and





performance, duplication of functions and administrative inefficiencies that affect productivity and organisational effectiveness.

To address these challenges, the review recommends a transition towards a more sustainable, equitable and performance-oriented remuneration framework. The proposed reforms aim to strengthen fiscal sustainability while ensuring that remuneration policies continue to support an effective and capable public service.

The workshop provided stakeholders with an opportunity to engage on the findings and proposed recommendations. The matter will now be referred to the PSCBC Council for further engagement and consideration by the parties.



SAMATU Elective Congress Focuses on Leadership, Healthcare Reform and the Future of the Medical Profession



The 2nd National Elective Congress of the South African Medical Association Trade Union (SAMATU), held from 15–17 April 2026 at Melrose Arch in Johannesburg, brought together delegates from across the country under the theme, “Advancing the Interests of Doctors Under the Banner of SAMATU.” The three-day congress provided a platform to deliberate on matters affecting the medical profession, public healthcare and organisational leadership.

Proceedings were officially addressed by Minister Aaron Motsoaledi, who reflected on several key issues

within the health sector, including the emergence of the Hantavirus, the implementation of human resource policies such as the Occupation Specific Dispensation (OSD), and the introduction, distribution and national



rollout of the HIV prevention medicine Lenacapavir.



Representing the federation of trade unions admitted to the PSCBC and affiliated with COSATU, General Secretary Solly Phetoe delivered a message of support, emphasising the critical role doctors play within South Africa’s workforce. He further highlighted the ongoing challenge of youth unemployment and called on SAMATU to continue advocating for the absorption of qualified doctors into the public healthcare system to strengthen service delivery.



The second day of the congress focused on organisational governance, with delegates considering financial reports and electing a new leadership collective. These proceedings reinforced the organisation's commitment to accountability, democratic leadership and institutional growth.

Throughout the congress, the PSCBC also exhibited, engaging with SAMATU members and delegates from across the country. The exhibition provided an opportunity to strengthen stakeholder relationships, showcase the Council's role in collective bargaining and dispute resolution, and promote greater awareness of the services and support the PSCBC offers to parties

within the public service labour relations environment.

The PSCBC congratulates the newly elected leadership of SAMATU and wishes them every success as they carry forward the responsibility of advancing the interests of doctors and contributing to a stronger, more responsive public healthcare sector.



PSCBC Hosts GEHS Implementation Workshop at the Free State Chamber to Strengthen Housing Benefit Administration



On 06 May 2026, the PSCBC, through its Collective Bargaining Unit, hosted a Government Employees Housing Scheme Implementation Workshop for the Coordinating Chamber of the PSCBC for the Free State Province.

The workshop was convened to address challenges experienced by parties within the Free State Chamber regarding the interpretation and implementation of PSCBC resolutions on the Government Employees

Housing Scheme (GEHS) and the Department of Public Service and Administration (DPSA) Determination on Housing. The session also sought to provide technical clarity regarding housing processes within the public service and strengthen implementation at departmental level.

The workshop was officially opened by the Chairperson of the Chamber, Ms Maipato Morake, who welcomed delegates and provided context on the importance of the engagement. The Chamber's Vice Chairperson –





Employer, Mr Paseka Maqina, subsequently presented a formal problem statement outlining the operational and administrative challenges that necessitated the intervention.

Delivering the PSCBC presentation, Ms Valencia Kola, Senior Manager: Collective Bargaining, provided a comprehensive overview of the evolution of the Government Employees Housing Scheme from 2007 to 2025 and highlighted key implementation clauses contained in the applicable PSCBC resolutions.

Representing the DPSA's GEHS Branch, Ms Nomsa Tsabedze unpacked the procedural mechanisms contained in the DPSA Determination on Housing, addressed common implementation challenges and shared provincial statistics identifying qualifying public servants who are not currently receiving housing allowances.

The workshop brought together labour representatives, employer representatives and human resources

practitioners from various provincial departments to ensure that officials directly responsible for implementation were actively engaged in finding practical solutions to existing challenges.

The presentations generated robust discussions focused on aligning administrative practices at operational level with the DPSA Determination on Housing and PSCBC resolutions. Participants welcomed the opportunity to engage directly with technical experts and expressed appreciation for the guidance provided. They further requested continued support and collaboration from the DPSA and PSCBC in addressing future housing-related matters within the province.

The workshop was well received and reaffirmed the PSCBC's commitment to supporting effective collective bargaining processes and facilitating practical interventions that enhance the implementation of agreements and determinations within the public service.



PSCBC Participates in the 2nd Annual Labour Law and Compliance Summit



The 2nd Annual Labour Law and Compliance Summit, hosted on 07 May 2026 at the Radisson Convention Centre in Johannesburg, brought together labour practitioners, legal experts, government representatives, organised labour and business leaders to examine the evolving labour relations landscape in South Africa. As a proud sponsor of the event, the PSCBC joined stakeholders in advancing meaningful dialogue on workplace compliance, governance and constitutional rights.

The programme featured discussions on critical issues shaping the future of work, including constitutional compliance, whistleblower protection, collective bargaining, disability inclusion and employer obligations. These engagements highlighted the importance of

fostering fair, inclusive and accountable workplaces while strengthening labour relations across all sectors.

PSCBC General Secretary Mr Frikkie De Bruin delivered a presentation on collective bargaining, compliance and labour disputes within the public service. His address underscored the value of accountability, professionalism and effective dispute resolution in maintaining stable labour relations and supporting service delivery.

Also addressing delegates was Michael Madala Shingange, the former President of NEHAWU, who reflected on 30 years of South Africa's Constitution and explored the evolving role of trade unions in protecting workers' rights and shaping the future of work. Complementing its participation in the programme,





the PSCBC hosted an exhibition stand where delegates from across the labour relations fraternity engaged with Council representatives. The exhibition created opportunities to strengthen stakeholder relationships, share information on the Council's mandate and showcase its contribution to collective bargaining and dispute resolution in the public service.

Participation in the summit reaffirmed the Council's commitment to promoting sound labour relations, strengthening compliance with labour legislation and collaborating with stakeholders to build equitable, ethical and accountable workplaces.



PSCBC Staff Strengthen Organisational Knowledge During Workers' Month



In celebration of Workers' Month, we hosted a Know Your Organisation staff engagement session on 08 May 2026.

The internal capacity-building initiative brought together staff members in the organisation to deepen their understanding of the PSCBC's mandate, its role in advancing sound labour relations, and the contribution each business unit makes towards fulfilling the Council's strategic objectives. As custodians of the PSCBC brand and key internal stakeholders, staff members play a critical role in representing the organisation and communicating its value to external stakeholders.

The session provided a comprehensive overview of the PSCBC's role in collective bargaining, including how the Council facilitates negotiations between Employer and Labour, manages dispute resolution processes through conciliation and arbitration, and promotes the implementation and enforcement of collective agreements. Staff members also gained greater insight into the jurisdiction of the PSCBC and the respective roles of the sector bargaining councils, including the

GPSSBC, SSSBC, PHSDSBC and ELRC. To encourage active participation and reinforce learning, staff members took part in an interactive organisational knowledge quiz, testing their understanding of the PSCBC's functions, structures and services. The activity promoted healthy competition while highlighting





the importance of every employee having a sound understanding of the organisation they represent.

A key highlight of the event was the series of presentations delivered by representatives from each unit within the Council. These presentations provided colleagues with valuable insight into the responsibilities, processes and day-to-day operations of the various business units, fostering greater appreciation for the interconnected nature of the organisation and strengthening collaboration across departments.

The event reflected the PSCBC's ongoing commitment to employee development, knowledge sharing and organisational excellence. By investing in the continuous learning of its staff, the Council strengthens its ability to deliver on its mandate of promoting effective collective bargaining, resolving labour disputes and advancing sound labour relations within the South African public service.



The PSCBC Celebrated with DENOSA Mpumalanga on International Nurses Day



The PSCBC joined the DENOSA on the 12th of May 2026 at the Lillian Ngoyi Hall, Secunda (Gert Sibande District) for its annual International Nurses Day celebration in Mpumalanga, honouring the province's dedicated nurses. This annual event, recognised by the International Council of Nurses was celebrated under the theme "Empowered Nurses Save Lives."

DENOSA Deputy President Comrade Linah Jiyane

delivered a compelling address on the day, urging for government investment in nurses' training initiatives to empower them while also strengthening the profession. She further spoke on the challenges faced by the incapacity of health systems and infrastructure to support delivery a capable and conducive health sector.

Ms Valencia Kola, Senior Manager for Collective Bargaining representing the PSCBC General Secretary, warmly praised nurses for their unwavering delivery of





essential healthcare to South Africans. She briefly spoke on the PSCBC mandate and acknowledged the vital contribution that nurses play in delivering a capable and honest public service. The council commits to the facilitation of collective bargaining for improved working conditions, and professional development to sustain the public service workforce.



PSCBC Strengthens Stakeholder Engagement at CMS Industry Indaba



The Public Service Co-ordinating Bargaining Council (PSCBC) participated in the 2026 Council for Medical Schemes (CMS) Industry Indaba, held from 13–14 May at the Sandton Convention Centre in Johannesburg under the theme, "From Finding to Framework: Advancing Fraud, Waste and Abuse (FWA) Accountability and Section 59 Reform."

The two-day Indaba brought together medical schemes, healthcare funders, medical device providers, regulators, policymakers and other key stakeholders to deliberate on strengthening governance, accountability and sustainability within South Africa's medical schemes environment.

Representing the PSCBC were Mr Oomang Parag, Ms Valencia Kola, Mr Wandile Mgobhozi, Dr Christopher Phiri, Ms Priyanka Kisten, and PSCBC Council Members



Ms Lorvica Matthews, Mr Joseph Mashigo and Mr Sean McGladdery. The delegation actively participated in the programme's discussions while the PSCBC also exhibited throughout the conference, providing an opportunity to engage directly with stakeholders from various fraternities across the healthcare sector and strengthen collaborative relationships.

The Indaba explored several critical policy and regulatory matters, including the regulatory statement on the Universal Codes of Good Conduct, the Section





59 regulatory framework, and the importance of incorporating the concept of "error" within the Fraud, Waste and Abuse (FWA) framework. These discussions reflected a collective commitment to promoting transparency, ethical conduct and accountability across the healthcare industry.

Through its participation and exhibition, the PSCBC reaffirmed its commitment to fostering strategic partnerships, contributing to policy dialogue, and engaging with stakeholders to support the continuous improvement of South Africa's healthcare and medical schemes landscape.



The PSCBC Celebrates with DENOSA Western Cape for International Nurses Day



Democratic Nursing Organisation of South Africa Western Cape hosted their International Nurses Day celebration on the 22nd of May 2026 to continue its nationwide honouring of nurses who are members of the trade union DENOSA. The event was also held as part of the global International Nurses Day commemoration on 12 May and marked DENOSA's 30th anniversary milestone.

Senior Manager ICT, Mr Oomang Parag on behalf of the PSCBC General Secretary Mr Frikkie De Bruin, delivered a message of support to DENOSA, recognising nurses' vital role in healthcare, their sacrifice, and DENOSA's 30 years of advocacy and professional development.

He further gave recognition for their dedication, resilience, and invaluable contribution that nurses bring within South Africa's public healthcare system. Recognising that a thriving public service needs a thriving public servant, he also advocated the importance of improving working conditions, mental health, workplace safety, collective bargaining, and public service reforms that support nurses and strengthen healthcare delivery.

Mr Parag reaffirmed the Council's commitment to strengthening collective bargaining, improving working conditions, and supporting the wellbeing and professional development of nurses across the public



service sector.



Essential Services Committee Workshop with the Aim to Strengthen Understanding of Minimum Service Agreements.



On 02 June 2026, the PSCBC hosted an Essential Services Committee (ESC) Workshop aimed at enhancing stakeholders' understanding of the legislative framework governing essential services and the implementation of Minimum Service Agreements (MSAs).

The workshop was officially opened by PSCBC General Secretary Mr Frikkie De Bruin, who welcomed delegates and acknowledged the importance of collaborative engagement in strengthening labour relations within essential services.

The programme featured a comprehensive presentation by Ms Grace Mafa-Chali, Chairperson of the Essential Services Committee, who outlined the mandate and functions of the ESC. Her presentation explored the constitutional right of employees to strike and the

legal limitations that apply to employees designated as performing essential services. She emphasised the critical role of Minimum Service Agreements in balancing employees' constitutional rights with the need to maintain uninterrupted essential services.





The afternoon session was led by Ms Joyce Nkopane, Deputy Chairperson of the Essential Services Committee, who unpacked the practical challenges that often delay the conclusion and implementation of Minimum Service Agreements. Her presentation highlighted common obstacles, including disagreements over the designation of minimum service workers, differing interpretations of agreements and delays in the ratification process.

The workshop concluded with an interactive discussion, providing delegates with an opportunity to engage on practical challenges and share perspectives on strengthening the implementation of Minimum Service Agreements. The discussions reinforced the importance of ongoing collaboration between organised labour, employers and the Essential Services Committee to ensure legal compliance while safeguarding the delivery of essential public services.

The Essential Services Committee plays a critical role

in determining which services qualify as essential and in ratifying Minimum Service Agreements in terms of Section 72 of the Labour Relations Act. Where parties are unable to conclude an agreement, the ESC is empowered to determine the minimum service required, thereby ensuring that employees' rights are balanced with the continued provision of essential services to the public.



The PSCBC Hosts Steve Biko Academic Hospital Workshop to Strengthen Understanding of Collective Bargaining and Dispute Resolution



On 12 June 2026, the Public Service Coordinating Bargaining Council (PSCBC) hosted organised labour and management representatives from Steve Biko Academic Hospital as part of its ongoing stakeholder engagement programme. The session was aimed at strengthening participants' understanding of the Council's collective bargaining and dispute resolution processes while fostering greater collaboration between stakeholders.

The programme featured presentations from PSCBC officials on key aspects of the Council's mandate. Mr Mpho Moseki, Senior Officer: Collective Bargaining, provided a comprehensive overview of the PSCBC's role, scope and collective bargaining processes. This was followed by Ms Koketso Mocheke, Senior Officer: Dispute Management, who unpacked the Code of Conduct and Grievance Procedures, as well as PSCBC Resolution 1 of 2003 and Resolution 14 of 2002,





highlighting their application in managing workplace disputes and grievances.

Representing the Public Health and Social Development Sectoral Bargaining Council, Mr Vusi Mnguni, Manager: Dispute Management, outlined the Council's jurisdiction within the health sector and explained the dispute resolution processes applicable to matters falling under its mandate.

The engagement concluded with robust discussions and an interactive question-and-answer session, providing participants with an opportunity to raise practical workplace challenges and seek clarity on the implementation of collective bargaining agreements, grievance procedures and dispute resolution mechanisms. The discussions highlighted the continued need for engagement platforms that enable employer organisations, organised labour and bargaining councils to unpack workplace disputes and resolutions, ensuring a common understanding of the applicable legislative

and policy frameworks.

The workshop reaffirmed the PSCBC's commitment to providing effective secretariat services, promoting sound labour relations and supporting stakeholders through ongoing capacity-building initiatives and collaborative engagement.



SAOU Congress Reinforces Collaboration in the Education Sector



The South African Teachers' Union Congress brought together education stakeholders, organised labour and government representatives to deliberate on matters affecting the education sector and to strengthen partnerships that support quality teaching and learning.

Delivering the keynote address, Makgabo Reginah Mhaule, Deputy Minister of the Department of Basic Education, underscored the importance of strengthening collaboration between the Department and organised labour. She emphasised that constructive engagement and effective cooperation between the employer and





trade unions are fundamental to advancing quality education, promoting labour peace and improving service delivery across the education sector.

The congress served as an important platform for dialogue, enabling delegates to exchange ideas, share experiences and collectively reflect on opportunities to address challenges facing the education system. Discussions reaffirmed the value of social dialogue,

mutual respect and collaborative problem-solving in building a responsive and resilient education sector.

The congress reinforced the importance of sustained collaboration between government, organised labour and labour relations institutions in creating an enabling environment that supports educators and contributes to improved educational outcomes for all learners.



National Teachers' Union Sports Day Promotes Unity, Wellness and Collaboration



Held from 25–26 June 2026 in Durban, the 2026 National Teachers' Union Sports Day brought together union members and stakeholders under the theme, "Together through Sports and Recreation: Energised for Effective Teaching and Learning – Body, Mind and Soul." The annual event celebrated the role of sport and recreation in promoting employee wellness, teamwork and stronger workplace relationships.

Participants competed in a variety of sporting codes, including a fun walk, soccer, netball, volleyball, chess and tug of war, reinforcing the importance of maintaining a healthy balance between physical wellbeing, mental wellness and professional effectiveness.



Representing the council, Ms Valencia Kola, Senior Manager: Collective Bargaining, conveyed the Council's best wishes to participants and reaffirmed the PSCBC's continued support for its member organisations. She highlighted the value of initiatives such as the National Sports Day in strengthening relationships, promoting employee wellness and fostering collaboration beyond the collective bargaining environment.





The PSCBC exhibited and engaged with NATU members, providing valuable information on the Council's mandate, collective bargaining processes and dispute resolution services. The exhibition created an opportunity to strengthen stakeholder relationships and raise awareness of the support available to parties within the public service labour relations environment.

Also present at the event was the Education Labour Relations Council, the designated bargaining council for the education sector. The participation of both councils reflected the continued collaboration within the labour relations landscape in supporting educators and promoting constructive engagement with stakeholders.

The National Sports Day demonstrated how sport can serve as a catalyst for unity, wellness and partnership, reinforcing the shared commitment of organised labour and labour relations institutions to building healthy, productive and cohesive workplaces.



PSCBC Attends the 13th NEHAWU National Congress at Birchwood Hotel, Johannesburg.



The Public Service Co-ordinating Bargaining Council (PSCBC) joined delegates, labour leaders, alliance partners and international guests at the 13th National Congress of the National Education, Health and Allied Workers' Union (NEHAWU) held at the Birchwood Hotel and OR Tambo Conference Centre in Boksburg, Johannesburg, from 26 to 29 June 2026.

Convened under the theme, “Advance Workplace Organisation to Defend Collective Bargaining, Heighten Class Consciousness and Advance Internationalism,” the congress brought together more than 750 delegates from across South Africa and international fraternal organisations to deliberate on organisational, political and socio-economic matters affecting workers and the public service.



As a key stakeholder in public-sector collective bargaining, the PSCBC's participation underscored its ongoing commitment to fostering sound labour relations, advancing constructive social dialogue, and supporting initiatives that promote the interests and well-being of public servants. Representing the PSCBC at the congress was the General Secretary, Mr Frikkie

de Bruin, accompanied by members of the Secretariat support team.



Also in attendance was the Minister of Higher Education and Training, Mr Buti Manamela, who participated in the NEHAWU Congress in recognition of the union's significant role in representing workers within the Higher Education, Training, Health, and Public Service Sectors, and to engage on matters affecting workers and the broader transformation agenda.

The congress commenced with a formal opening session that set the tone for four days of intensive discussion and strategic planning. Delegates received welcome remarks from Gauteng Premier Panyaza Lesufi, who highlighted the socio-economic challenges facing workers and the need to defend transformation and public service delivery.



NEHAWU President, Comrade Michael “Mike” Shingange, delivered the opening address, reflecting on the union's achievements and challenges while calling for greater unity, solidarity, and organisation among workers. Reaffirming the union's commitment to advancing workers' interests, Comrade Shingange stated: “We remain committed to advancing the rights,

dignity, and unity of workers in building a stronger public service”.



Messages of support were delivered by the African National Congress (ANC), represented by First Deputy Secretary-General Nomvula Mokonyane, while the keynote address was presented by the General Secretary of the South African Communist Party (SACP), Comrade Solly Mapaila.



The day further addressed constitutional amendments and outlined the nomination and election procedures for National Office Bearers. In addition, NEHAWU celebrated a significant milestone, 39 years of steadfast commitment to advancing workers' rights, promoting unity, and championing social justice.



The second day of the Congress focused on organisational consolidation and accountability. Delegates received messages of solidarity and support from COSATU President Ms Zingiswa Losi, the Trade Union International – Public Services and Allied (TUI PS&A), and the World Federation of Trade Unions (WFTU).



In her address, Ms Losi underscored the importance of worker unity, stating: “Our unity is our greatest strength. United, workers can defend their rights, improve their working conditions, and build a better future for all”. Her remarks reinforced the critical role of solidarity in advancing and protecting the interests of workers. The day further served as a platform for reflection on the labour movement’s collective responsibility to



strengthen organisational effectiveness, accountability, and worker representation.



A significant highlight was the presentation of the Secretariat Report by General Secretary Zola Saphetha, which reviewed progress made since the previous congress and assessed the union's organisational growth, workplace campaigns and collective bargaining interventions. The congress also considered the financial report, enabling delegates to evaluate the union's financial health and sustainability. Congress commissions were established to deliberate on key policy, organisational and political matters and to develop recommendations for adoption by plenary.



The third day was dedicated to commission discussions and strategic deliberations on the future direction of the union. Delegates engaged with reports emerging from various commissions, focusing on workplace organisation, collective bargaining, political education and strengthening worker solidarity.

The congress also hosted an International Seminar led by representatives of the World Federation of Trade Unions, examining the evolving characteristics of the working class and international labour solidarity. Discussions included perspectives from international partners, including Cuba and Venezuela, reinforcing the congress theme of advancing internationalism.



A further highlight was the Awards Ceremony, where branches, regions, provinces and staff members were recognised for outstanding performance, organisational excellence and contributions to the union's growth.

The final day focused on the adoption of congress resolutions and the election of a new national leadership collective that will guide NEHAWU over the next term. Delegates concluded discussions on key worker issues, including defending collective bargaining, addressing austerity measures, strengthening public services and advancing workers' rights.



The congress elected the following leaders:

- President: Nyameka Macanda
- 1st Deputy President: Patrick Makhafane
- 2nd Deputy President: Linda Nthulane
- General Secretary: Zola Saphetha
- 1st Deputy General Secretary: Welcome Mnisi
- 2nd Deputy General Secretary: Baxolise Mali
- National Treasurer: Kgomotso Makhupola

The election of Nyameka Macanda as President marked a significant milestone, as she became NEHAWU's second woman President. The newly elected leadership assumes office at a time when public-sector workers continue to face challenges including rising living costs, increasing workloads and ongoing pressures on public



services.

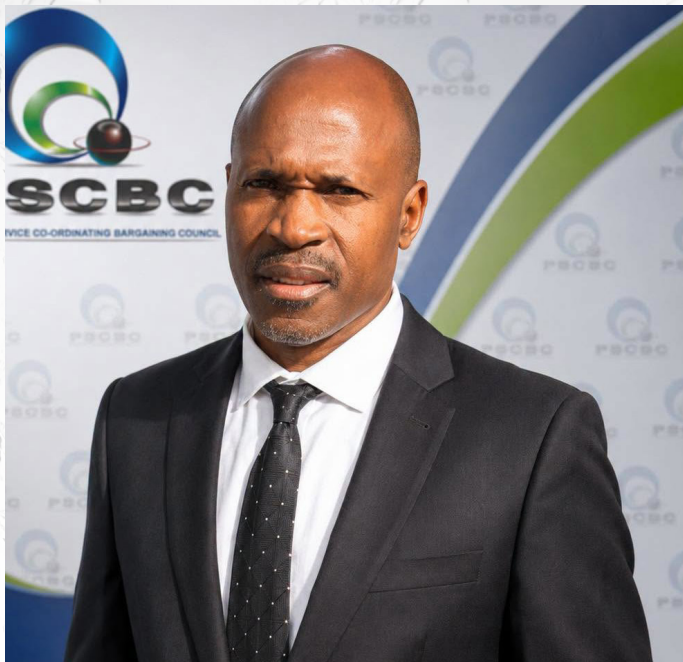
The PSCBC congratulates NEHAWU on hosting a successful 13th National Congress and extends its congratulations to the newly elected leadership collective. The congress reaffirmed the importance of social dialogue, worker unity and collective bargaining in building an effective, developmental and people-centred public service.



The PSCBC remains committed to working collaboratively with organised labour, government and all stakeholders to advance fair labour practices, sustainable collective bargaining outcomes and improved service delivery for all South Africans.



Council Mourns the Passing of Cde. John Teffo

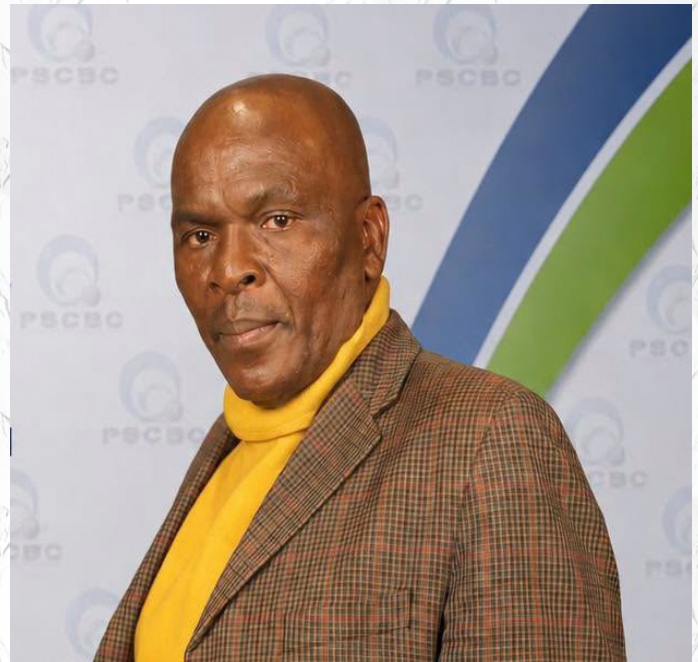


The PSCBC mourned the passing of Cde. John Teffo, a respected Council Member and dedicated leader within the Public Servants Association (PSA). His untimely passing was a profound loss to the Council, the PSA and the broader public service labour relations community. Cde. Teffo served as a Labour Relations Specialist at the Public Servants Association and was a member of its management team. Throughout his distinguished career, he demonstrated an unwavering commitment to advancing fair labour practices, protecting workers' rights and strengthening collective bargaining within the public service. His leadership, professionalism and principled approach earned him the respect of colleagues, stakeholders and social partners across the labour relations landscape.

The Council paid tribute to Cde. Teffo's invaluable contribution to the PSCBC and recognised the lasting impact of his work in promoting sound labour relations and constructive social dialogue. His dedication to the principles of fairness, integrity and collaboration will continue to serve as an inspiration to those entrusted with advancing the Council's mandate.

The PSCBC extends its sincere condolences to the Teffo family, his colleagues at the Public Servants Association, friends and all who had the privilege of working alongside him. His legacy will be remembered with deep respect and gratitude, and his contribution to the advancement of collective bargaining in the Public Service will endure for many years to come.

Council Mourns the Passing of Dr Koos Shabangu



The Council also mourned the passing of Dr Koos Shabangu, a respected representative of the Department of Social Development who served with distinction as an Employer Representative on the PSCBC Council. Dr Shabangu devoted his career to advancing sound labour relations and strengthening social dialogue within the public service. As a member of the PSCBC Council, he made a meaningful contribution to fostering constructive engagement between the Employer and Organised Labour, consistently demonstrating professionalism, integrity and a steadfast commitment to the principles of collective bargaining and good governance. His leadership, insight and dedication earned him the respect and admiration of fellow Council Members and stakeholders across the labour relations community.

The Council paid tribute to Dr Shabangu's invaluable service and recognised the lasting impact of his contribution to the PSCBC and the broader public service. His legacy of collaboration, commitment and service excellence will continue to inspire those who carry forward the work of strengthening labour relations in South Africa.

The PSCBC extends its sincere condolences to the Shabangu family, colleagues, friends and all who had the privilege of working alongside him. His contribution to the Council and the public service will be remembered with deep respect and gratitude.



Gauteng Department of Roads and Transport v GPSSBC and Others - Summary

Labour Court | JR 1780/22 | Delivered: 28 November 2025

Nature of the application

Review application in terms of section 145 of the LRA to set aside an arbitration award which found the dismissal of the employee substantively unfair and ordered re-employment without backpay.

Material facts

The employee, an Administrative Officer, solicited money via WhatsApp from a member of the public whose licensing application she was processing.

- She subsequently requested that the incident not be reported as she feared losing her job.
- She improperly accessed the eNatis system to obtain the applicant's details.
- She denied the misconduct during the disciplinary process and only admitted it at arbitration.
- The employer delayed instituting disciplinary action for over a year and allowed her to continue working

without suspension.

- Arbitration outcome
- The arbitrator accepted that the employee committed a serious misconduct involving dishonesty and unethical conduct.
- He found that she showed no genuine remorse and made no effort to restore the trust relationship.
- Despite this, the arbitrator concluded that dismissal was too harsh, relying mainly on:
 - The employer's failure to suspend or transfer her;
 - Her long service and clean disciplinary record;
 - Her admission of guilt at arbitration.
- Re-employment without backpay was ordered.

Grounds of review

The employer argued that the award was unreasonable because the arbitrator:

- Attached undue weight to the employee's continued employment and non-suspension;
- Failed to properly appreciate the gravity of dishonesty in a trust-sensitive position;
- Conflated the employee's competence with trustworthiness;
- Ignored binding authority on dishonesty and breakdown of trust.



Labour Court's evaluation

- The Court reaffirmed that dishonesty and corruption in positions requiring integrity ordinarily justify dismissal, even in the absence of explicit evidence of a breakdown in trust, relying on *AutoZone v DRC of the Motor Industry* [2019] 40 ILJ 101 (LAC)
- Before Autozone, an employer was required to lead evidence on the breakdown of the relationship by a witness who worked with the employee. In *Edcon v Pillemer* [2010] BLLR 1 (SCA), the court held that in the absence of evidence showing the damage Edcon asserts in its trust relationship with Reddy, the decision to dismiss her was correctly found to be unfair.
- However, in Autozone, the Labour Appeal Court held that where the offence in question reveals a strategem of dishonesty or deceit, it can be accepted that the employer will probably lose trust of the employee, who by reason of the misconduct alone will have demonstrated a degree of untrustworthiness rendering him unreliable and the continuation of the relationship intolerable or feasible.
- In the case in question, the arbitrator was held to have erred by inferring continued trust merely from the employer's operational decision to keep the employee at work.
- Competence and operational convenience do not negate the seriousness of dishonest conduct.
- The employee's lack of remorse, delayed admission,

and misuse of system access aggravated the misconduct.

- Continued employment posed an unacceptable operational risk, particularly where misconduct could only be detected if reported by the public.

Finding

The arbitrator's conclusion that dismissal was substantively unfair was unreasonable and one that a reasonable arbitrator could not reach.

Order

- The arbitration award was reviewed and set aside.
- The award was substituted with a finding that the employee's dismissal was substantively fair.
- No order as to costs.

Key principle

In cases involving dishonesty or corruption in integrity-dependent public service roles, factors such as long service, first offence, or continued employment pending discipline will not ordinarily outweigh the breakdown of trust inherent in the misconduct.

VISION

A credible, inclusive, and future-ready bargaining council that promotes social dialogue, good governance, workforce well-being, and sustainable outcomes for public servants.

MISSION

To provide a stable and trusted platform for collective bargaining and dispute management in the public service by strengthening governance, advancing professionalisation and skills development, promoting equity and workforce well-being, adapting to the future of work, and supporting fiscally sustainable outcomes through meaningful social dialogue.

VALUES

| INTEGRITY | EFFICIENCY | ACCOUNTABILITY | GOOD GOVERNANCE | EQUITY |

PSCBC Core Values

- Inclusivity
- Integrity
- Fairness
- Excellence
- Collaboration

CONTACT US: