PSCBC
PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

NEWS LETTER

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

3RD EDITION

2026

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Strengthening Social Dialogue, Advancing Collective Progress



PSCBC General Secretary :
Frikkie De Bruin

As we reflect on the work and engagements undertaken by the PSCBC, this edition highlights our continued commitment to strengthening collective bargaining, promoting sound labour relations and fostering meaningful social dialogue within the public service.

From advancing inclusive education through our Mandela Day initiative to strengthening governance through the National Council Member Induction Programme, the PSCBC continues to demonstrate that our mandate extends beyond the bargaining table.

Our stakeholder engagements across provinces, participation in trade union platforms and support for initiatives that advance women's empowerment reaffirm the importance of collaboration, institutional awareness and constructive engagement in building a fair and effective public service.

These engagements reflect the value of working together with our social partners, stakeholders and public servants to promote mutual understanding, uphold workers' rights and strengthen the institutions that support collective bargaining.

They also remind us that meaningful progress requires continued commitment, shared responsibility and a willingness to engage on matters that affect the public service and the people it serves.

As you explore this edition, we invite you to reflect on the progress made, the partnerships strengthened and the opportunities that lie ahead. Together, we remain committed to advancing the principles of social justice, equality, accountability and labour peace.

Thank you to our social partners, stakeholders and staff members for your continued contribution to the PSCBC's work and achievements.

PSCBC ADVANCES INCLUSIVE EDUCATION

THROUGH MANDELA DAY DONATION



On 22 July 2026, the PSCBC reaffirmed its commitment to social responsibility and inclusive education through a Mandela Day initiative at Ezibeleni School for the Physically Impaired in Katlehong. As part of the initiative, the Council donated interactive televisions to the school to enhance teaching and learning and support learners with diverse educational needs.

The donation reflects the PSCBC's belief that inclusive education requires more than access to the classroom; it requires creating an environment in which every learner has the tools and opportunities to participate, learn and reach their full potential. By introducing interactive audiovisual technology into the classroom, the initiative aims to support educators in delivering engaging, accessible and technology-enhanced lessons that accommodate different learning needs and styles.

PSCBC Chairperson, Mr Magate Phala, officially handed over the televisions to the school's Principal, Mr Mendy, marking an important moment in the Council's Mandela Day commemoration. In acknowledging the donation, Mr Mendy emphasised the value of visual and interactive learning in contemporary education, particularly for learners with diverse physical and intellectual needs. He noted that the devices would provide educators with additional opportunities to develop dynamic lessons, present specialised educational content and incorporate engaging visual learning materials into their teaching.

The initiative highlights the potential of technology to reduce barriers to learning and promote greater participation in the classroom. Interactive audiovisual tools can offer alternative ways for learners to access information, engage with educational content and participate in lessons, thereby contributing to a more supportive and inclusive learning environment.

The PSCBC's Mandela Day initiative embodies the enduring legacy of Nelson Mandela, whose life and work championed education, human dignity, equality and social transformation. By investing in practical community-based interventions, the Council seeks to translate these values into meaningful action that positively impacts the lives of others.

Through this contribution, the PSCBC reiterates its commitment to social responsibility, inclusive development and an education system in which every learner is afforded the opportunity to thrive. The initiative also underscores the importance of leveraging technology to advance equitable access to education, strengthen participation and uphold the dignity of all learners.


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PSCBC STRENGTHENS GOVERNANCE

THROUGH NATIONAL COUNCIL MEMBER INDUCTION PROGRAMME



The Public Service Co-ordinating Bargaining Council (PSCBC) is strengthening institutional governance and leadership through its National Council Member Induction Programme, being rolled out across all nine provincial chambers. The two-day programme aims to equip Council members with the knowledge and understanding required to fulfil their governance, leadership and oversight responsibilities effectively.

The national rollout provides a consistent platform for Council members to deepen their understanding of the PSCBC's mandate, governance structures and role within the broader collective bargaining framework. The programme commenced in Gauteng and is being implemented across all nine provinces, reaffirming the PSCBC's commitment to promoting effective governance and strengthening labour relations in the public service.

Key focus areas include the roles and responsibilities of Council members, ethical conduct and accountability, the legislative mandate and functions of the PSCBC, governance principles, and the relationship between the PSCBC and sectoral bargaining councils. These areas are intended to strengthen members' understanding of their responsibilities and the institutional framework within which the Council operates.

The sessions also provide an opportunity for Council members to engage with the legislative, institutional and operational environment that shapes the work of the PSCBC and its structures. Through discussions and knowledge sharing, participants are encouraged to develop a common understanding of collective bargaining processes and the importance of constructive social dialogue in maintaining sound labour relations in the public service.

Beyond its role as an orientation exercise, the induction programme serves as a platform for meaningful engagement, knowledge sharing and the clarification of governance responsibilities. It reinforces the importance of informed, ethical and accountable leadership in supporting the effective functioning of the Council and its provincial structures.

Through this initiative, the PSCBC continues to invest in institutional capacity and good governance, ensuring that Council members are better equipped to exercise their responsibilities with confidence, integrity and a clear understanding of the Council's mandate. Ultimately, strengthening governance at Council level contributes to effective collective bargaining, constructive engagement between labour and the employer, and the promotion of stable labour relations in the public service.


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DISPUTE
RESOLUTION






PSCBC COUNCIL MEMBER
INDUCTION PROGRAM
ROLE OF THE
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CONSTITUENCY
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PSCBC AND PHSDSBC STRENGTHEN STAKEHOLDER ENGAGEMENT ACROSS THE HEALTH SECTOR





The PSCBC, in partnership with the PHSDSBC, held provincial stakeholder exhibitions to strengthen institutional awareness and engagement with public servants in the health sector. The initiative aims to bring the PSCBC closer to public servants, particularly those working in the health sector, by providing employees with an opportunity to learn more about the Council's mandate, its role in collective bargaining, and its contribution to promoting sound labour relations within the public service.

The exhibitions also create a platform for direct interaction, enabling employees to raise questions, share their perspectives and gain a better understanding of the mechanisms that support collective bargaining and dispute management. The first series of engagements took place in Limpopo from 29 to 31 July 2026. Over three days, the PSCBC and PHSDSBC teams visited Mokopane Hospital, Botlokwa Hospital, and Mankweng Tertiary and Academic Hospital.

The team began at Mokopane Hospital, where employees learned about the PSCBC's mandate and functions. At Botlokwa Hospital, public servants engaged with the representatives on collective bargaining and dispute resolution in the public service. The Limpopo programme concluded at Mankweng Tertiary and Academic Hospital, where the team continued sharing information with healthcare employees.

Following the Limpopo engagements, the stakeholder awareness initiative continued in KwaZulu-Natal from 5 to 7 August 2026. The three-day programme commenced at Port Shepstone Provincial Hospital, where employees were introduced to the PSCBC's role in collective bargaining, dispute management and the promotion of constructive labour relations. The exhibition subsequently moved to East Griqualand and Usher Memorial Hospital in Kokstad, where the teams continued sharing information about the functions of public service bargaining councils and the support available to employees. The final engagement took place at Murchison District Hospital in Port Shepstone, bringing the KwaZulu-Natal programme to a close. Across both provinces, the exhibitions provided valuable opportunities for healthcare professionals to engage directly with the PSCBC and PHSDSBC teams. Beyond raising institutional awareness, the engagements enabled the Councils to listen to employees, respond to their questions and strengthen relationships with public servants whose work is central to service delivery.

The successful engagements in Limpopo and KwaZulu-Natal reaffirm the importance of taking institutional information directly to employees in their workplaces. Through these face-to-face interactions, the PSCBC and PHSDSBC are helping to improve understanding of collective bargaining structures, promote greater awareness of employee support mechanisms and encourage meaningful participation in labour relations processes.

The PSCBC extends its sincere appreciation to the management and employees of Mokopane Hospital, Botlokwa Hospital, Mankweng Tertiary and Academic Hospital, Port Shepstone Provincial Hospital, East Griqualand and Usher Memorial Hospital, and Murchison District Hospital for their hospitality, cooperation and participation.
As the provincial awareness programme continues, the PSCBC remains committed to strengthening engagement with public servants, improving understanding of the institutions that support collective bargaining, and fostering constructive partnerships that contribute to sound labour relations and effective public service delivery.




PHSDSBC
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PSCBC PARTICIPATES IN PEU NORTH WEST WOMEN'S DIALOGUE ON WOMEN'S VOICES AND LEADERSHIP



Reaffirming the importance of gender equality, inclusive leadership and women's empowerment, Ms Priyanka Kisten represented the Council at the Professional Educators' Union (PEU) North West Extravaganza and Women's Dialogue Session, held in Lichtenburg on 15 August 2026. The event was held under the theme "Her Voice, Her Power," providing a platform to celebrate women's leadership and encourage meaningful dialogue on issues affecting women.

The event provided a platform for meaningful engagement on women's empowerment, equality and leadership, highlighting the importance of ensuring that women's voices are heard, valued and represented in decision-making spaces that shape their lives and workplaces.

In her address, Ms Kisten emphasised the importance of creating environments in which women are not only heard but also respected, recognised and afforded meaningful opportunities to lead. She highlighted the role of inclusive workplaces and constructive social dialogue in advancing gender equality and enabling women to participate fully in decision-making processes.

The dialogue further underscored that women's empowerment is a collective responsibility that extends beyond individual achievement. Institutions, leaders and communities all have a role to play in creating enabling environments in which women can contribute meaningfully, exercise leadership and influence positive change.

The PSCBC's participation reflects its ongoing commitment to fairness, social justice, equality and decent work within the public service. Through engagement platforms such as this, the Council continues to support dialogue that promotes inclusive leadership, strengthens workplace relationships and advances a public service in which women's voices, contributions and leadership are recognised and valued.


PEU
UNION OF PROFESSIONALS


UNION OF PROFESSIONALS


MEETING
IN SESSION


PROFESSIONALS
UNION OF PROFESSIONALS


PEU
UNION OF PROFESSIONALS

PSCBC STRENGTHENS ENGAGEMENT WITH POPCRU AT ITS 2026 CENTRAL EXECUTIVE COMMITTEE





The PSCBC participated in the Police and Prisons Civil Rights Union (POPCRU) 2026 Central Executive Committee (CEC), held on 19 and 20 August 2026 at the Birchwood Hotel and OR Tambo Conference Centre in Johannesburg.

Convened under the theme "Building a Sustainable Organisation in Defence of Collective Bargaining," the CEC brought together POPCRU leadership and members to deliberate on organisational priorities, collective bargaining and matters affecting workers and the broader labour movement.

The gathering provided an important platform for dialogue on the role of organised labour in advancing workers' interests, strengthening collective bargaining and promoting sound labour relations. In his opening address, POPCRU President Mr Thulani Ngwenya reflected on the challenges facing workers and emphasised the importance of unity, solidarity and collective action in building a sustainable and representative labour movement.

The programme also included a message of support from Acting National Police Commissioner Lieutenant General Puleng Dimpane, who reaffirmed the South African Police Service's commitment to the safety and wellbeing of its members and the communities they serve.

Deliberations continued the second day, with discussions focusing on collective bargaining, workers' rights and socio-economic transformation. Commissions were established to consider key issues affecting the organisation and its membership, while messages of support from POPCRU's international partners underscored the value of solidarity and collaboration across borders.

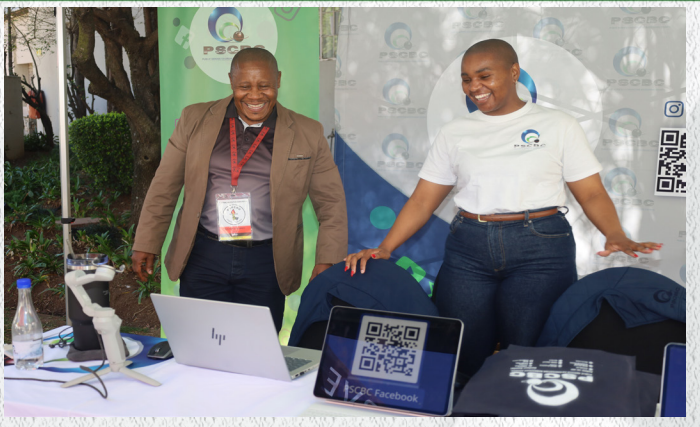
For the PSCBC, participation in the CEC provided an opportunity to strengthen engagement with organised labour and gain insight into the issues and priorities shaping POPCRU and its membership. The engagement also reaffirmed the importance of cooperation between bargaining councils and trade unions in advancing effective collective bargaining, meaningful worker representation and constructive labour relations.

As a key institution within South Africa's public service collective bargaining framework, the PSCBC remains committed to promoting social dialogue, facilitating effective collective bargaining and fostering a stable and productive labour relations environment.

Through continued engagement with organised labour and other stakeholders, the Council will continue to support a public service founded on fairness, mutual respect, meaningful consultation and sound labour relations.




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DENOSA FREE STATE HOSTS WOMEN'S DAY CAPACITY-BUILDING EVENT



The Democratic Nursing Organisation of South Africa (DENOSA) National Gender Structure hosted a Women's Day Capacity-Building Event on the 26th of August at Pelonomi Hospital in the Free State, as part of Women's Month commemorations, under the theme "Empowered Women, Empowering Women." The event provided a platform for meaningful engagement on issues affecting women in the workplace and the broader public service, including gender equity, collective bargaining, workers' rights and employee wellbeing.

The event was officially opened by DENOSA's Second Deputy President, Ms Linah Jiyane, who emphasised the importance of creating opportunities that advance women's empowerment and development. The PSCBC was represented by Ms Priyanka Kisten, who delivered a message of support focusing on labour relations and employee wellness.

In her address, Ms Kisten highlighted that recognising women's contributions must go beyond celebration to creating supportive and inclusive workplaces where women are respected, empowered and able to thrive. She emphasised that meaningful empowerment requires environments in which dignity is protected, workers' rights are upheld and employee wellbeing is prioritised. She further encouraged a culture in which seeking support is recognised as a sign of strength rather than weakness.

The discussions reinforced the close relationship between women's empowerment, workplace wellbeing and sound labour relations. Achieving meaningful progress requires a collective commitment from institutions, leadership, employees and organised labour to create enabling environments that provide women with the support, opportunities and resources needed to participate fully in the workplace and assume leadership roles.

The event reaffirmed that women's empowerment extends beyond commemorative occasions. It requires sustained action to promote equality, protect workplace rights and foster a culture of dignity, inclusion and mutual support, ensuring that women are not only empowered to succeed but are also equipped to inspire and empower others.


DENOSA


NOSA
TATE PROVINCE
DENOSA
Free State Provincial Office
er Road Waverley Bloemfontein 9301
051 430 4241



PSCBC STRENGTHENS STAKEHOLDER ENGAGEMENT AT GEPF DAY IN POTCHEFSTROOM



Bringing essential information and services closer to public servants and pensioners was the focus of the Government Employees Pension Fund (GEPF) Day in Potchefstroom on the 12th of September, where the Council participated in a stakeholder outreach initiative alongside GEPF and its strategic partners.

The event provided a valuable platform for attendees to engage directly with the GEPF and its strategic partners, obtain information about available services and benefits, and gain a better understanding of matters relevant to their employment and retirement planning.

Through its exhibition, the PSCBC engaged with public servants and pensioners, raising awareness of the Council's mandate and its role in promoting sound labour relations through collective bargaining in the public service.

The engagement also provided an opportunity to strengthen stakeholder relationships and improve understanding of the Council's contribution to the public service labour relations environment.

The initiative highlighted the importance of collaboration among institutions serving public servants. By bringing key stakeholders together, the GEPF Day enabled attendees to access relevant information, seek clarity on matters affecting them, and interact directly with organisations responsible for supporting their employment and retirement needs.

The PSCBC's participation reinforces its commitment to stakeholder engagement, public awareness and accessible information. Through collaborative outreach initiatives such as the GEPF Day, the Council continues to strengthen its connection with public servants and promote greater awareness of its mandate in advancing constructive labour relations within the public service.


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SELF-SERVICE REGISTRATION
GEPF
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PSCBC REINFORCES COLLECTIVE BARGAINING AND WORKERS' RIGHTS AT PSA AGM AND CONGRESS



The Public Service Co-ordinating Bargaining Council (PSCBC) participated in the Public Servants Association (PSA) Annual General Meeting (AGM) and Congress, held at the Birchwood Conference Centre in Benoni from 14 to 16 September 2026.

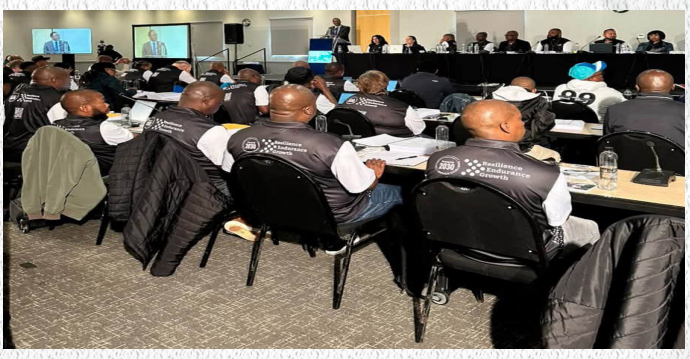
During the proceedings, PSCBC General Secretary, Mr Frikkie De Bruin, addressed delegates on the importance of independent and democratic trade unionism and the need to safeguard these principles within the labour relations environment. He emphasised that workers' rights to organise, participate in trade union activities and engage in collective bargaining are constitutionally protected and supported by the Labour Relations Act. These rights, he stressed, are fundamental and must not be viewed as privileges or favours granted by employers or government.

Mr De Bruin further highlighted the importance of worker organisation, unity and collective action in advancing employees' interests. When workers stand together, they strengthen their collective voice and are better positioned to engage on matters affecting their rights, working conditions and dignity. Through solidarity and effective collective bargaining, organised labour remains a critical partner in promoting fairness, constructive engagement and stable labour relations.

The PSCBC's participation in the PSA AGM and Congress reaffirms the Council's commitment to strengthening relationships with organised labour and promoting meaningful social dialogue within the public service.

Platforms such as these provide valuable opportunities for stakeholders to reflect on the state of labour relations, reinforce democratic trade union principles and advance constructive engagement in the interests of public servants.

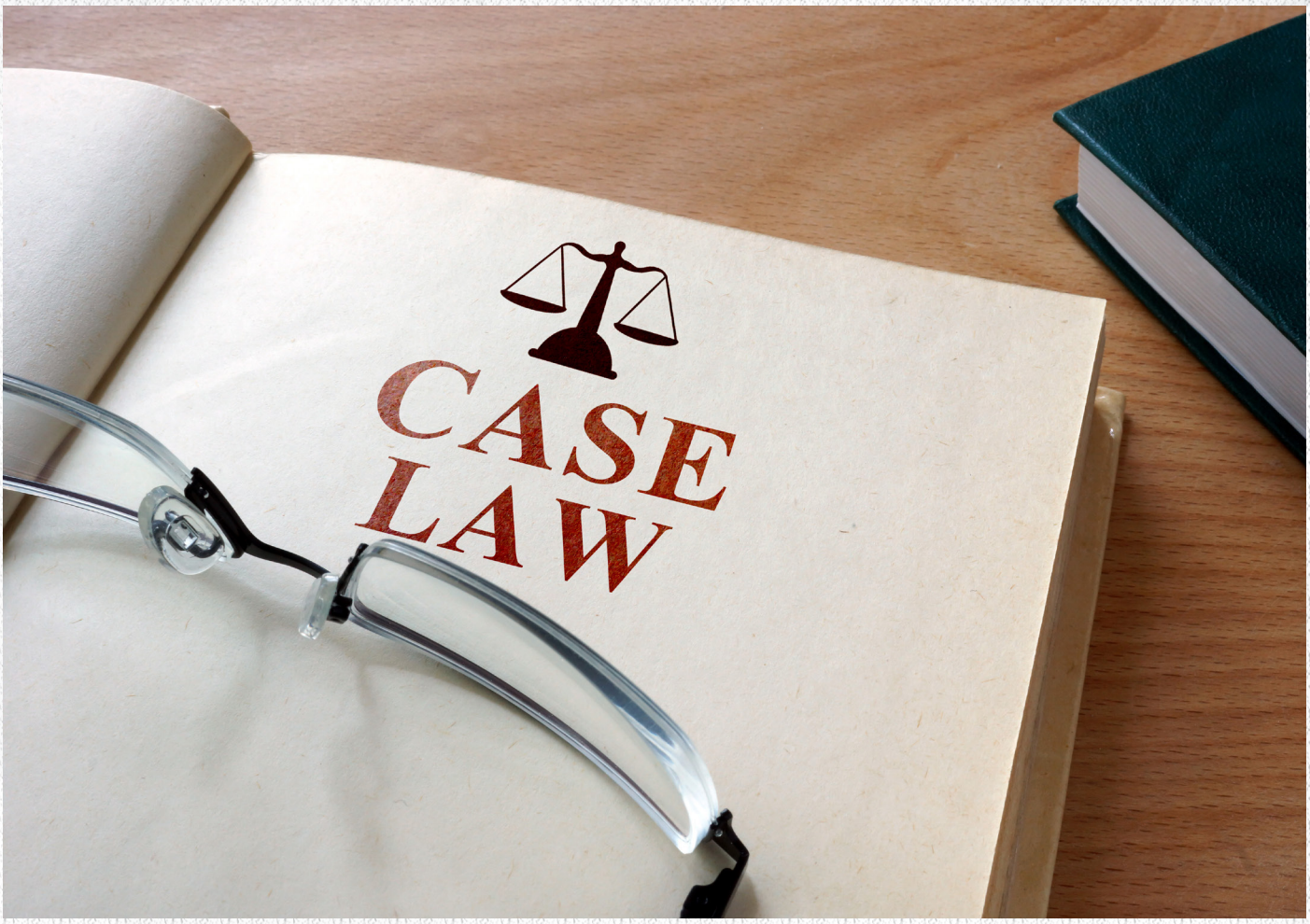

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Gauteng Department of Roads and Transport v GPSSBC and Others – Summary



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.

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

3RD EDITION
2026

MISSION

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

VISION

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**

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