

# PSCBC NEWSLETTER



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

2<sup>ND</sup> EDITION 2023

## INSIDE THIS ISSUE

### TOPIC 1

PSCBC 26th AGM

### TOPIC 2

PSCBC Resolution 1 of 2022 Workshops

### TOPIC 3

SAPU 7th Provincial Congresses

### TOPIC 4

COFI Bill and Two-Pot System Workshop

### TOPIC 5

International Nurses Day

### TOPIC 6

The launch of the PSCBC Development and Empowerment Programme

### TOPIC 7

Labour Appel Court Judgement

## PSCBC'S 26TH ANNUAL GENERAL MEETING

The much anticipated 26th Annual General Meeting (AGM) of the PSCBC took place on June 29, 2023, at The Maslow Time Square Hotel in Menlyn, Pretoria. The meeting was attended by representatives from both labour and employer parties. There were several special guests present, including the Director-General of the Department of Public Service and Administration (DPSA), the leaders of Public Service Trade Unions, and the General Secretaries of GPSSBC, SSSBC, and PHSDSBC.

The meeting began with Ms. Dimo, the Chairperson of the PSCBC, welcoming and expressing her gratitude to the attendees. Mr. Frikkie De Bruin, the General Secretary, then presented a high-level report on the Council's performance during the 2022/23 financial year. He also provided a detailed account of the unfortunate ransomware attack that the Council had suffered in February 2023.

Numerous reports were presented including the agency fee report, budget, and annual report, these reports were adopted and endorsed by the AGM. Parties to the PSCBC applauded and appreciated the General Secretary for his excel-



lent management of the organisation during the attack and for ensuring that the Council continued to function optimally.

This AGM was an election year and Mr. Aubrey Zungu was newly elected as the Vice-Chairperson of Labor, replacing Ms. KC Matome, who had served in the position for a two-year tenure.

Parties will finalise and submit the names of individuals to serve on the Executive Committee at a later stage to the secretariat. Ms. Dimo, expressed her admiration for Ms. Matome's leadership during her tenure and welcomed Mr. Zungu. The meeting was then concluded after ushering in the new leadership from Labour.

In the evening, a council dinner was organised to celebrate the PSCBC hosting its successful 26th AGM and its continued commitment in ensuring workplace democratisation, economic development, social justice, and labour peace for the public service.



PSCBC 26th AGM



PSCBC 26th AGM

General Secretary:  
Mr Frikkie De BruinVice-Chair Labour:  
Mr ZunguChairperson:  
Ms DimoVice-Chair Employer:  
Mr Galorale





## PSCBC RESOLUTION 1 OF 2022 WORKSHOPS

On May 17th and 26th 2023, the PSCBC conducted two workshops in the Northern Cape and North West provinces, respectively. Last year the PSCBC conducted 7 workshops and these 2 workshops formed part of the concluding workshops in terms of national coverage.

The purpose of these workshops was to provide an overview of PSCBC Resolution 01 of 2022 and to address questions and points of clarity. The resolution focuses primarily on the Public Service Summit Declaration. The strategic partners of the PSCBC, namely the Government Employee Medical Scheme (GEMS) and the Government Employee Pension Fund (GEPPF), were given the opportunity to address the delegates and discuss the latest trends and developments within their respective environments.

The workshops were attended by representatives from the provincial government, provincial union representatives, as well as the leadership of PSCBC, GEMS and GEPPF.

During these workshops, Ms. Valencia Kola, the Senior Manager of Collective Bargaining at the PSCBC, provided an outline of the resolution in the Northern Cape workshop, while Ms. Petunia Bhengani, the Senior Manager of Dispute Resolution, presented the information in the North West workshop.

The delegates who participated in these workshops expressed their appreciation for the presentations and urged the PSCBC leadership to conduct such sessions on an ongoing basis to reach and educate more public servants.



## SAPU 7TH PROVINCIAL CONGRESSES

As part of the PSCBC's efforts to maintain good relationships with all stakeholders, the PSCBC actively participated in and exhibited at the SAPU (South African Policing Union) 7th provincial elective congresses held in all nine provinces. These congresses were held under the theme "Revolution against CORRUPTION, DRUGS, and GENDER BASED VIOLENCE within our societies starts with us – The Working Class!!".

The PSCBC was given an opportunity to deliver a message of support at the various sessions. The General Secretary, Mr. De Bruin, along with the delegated senior managers, executed this task excellently and delivered a robust message of support.

The message conveyed by the PSCBC highlighted the recognition of the collective power of SAPU and the working class in fostering solidarity. The PSCBC congratulated all the newly elected provincial leadership of SAPU and extended well wishes in their endeavours to strengthen the union and combat corruption, drugs, and gender-based violence within communities.

The PSCBC's exhibition at these congresses provided an opportunity to interact with the various delegates and various promotional material was distributed. The leadership and delegates expressed their appreciation to the PSCBC for attending and contributing to the congresses, recognising the value of its presence and involvement.



## COFI BILL AND TWO-POT SYSTEM WORKSHOP

On June 13, 2023, the PSCBC and the National Treasury jointly hosted a workshop on the Conduct of Financial Institutions (COFI) Bill and the Two-Pot System. The workshop was attended by representatives from both the Labour and Employer Parties to the Council.

Mr. Frikkie De Bruin, the General Secretary of the PSCBC, delivered the welcome address and opening remarks, while Ms. Ingrid Dimo, the Chairperson of the PSCBC, chaired the session. Representatives from the National Treasury made presentations on the COFI Bill and the Two-Pot System.

The COFI Bill aims to replace the conduct provisions in existing financial sector laws and establish a consistent, robust, and effective legislative framework for all institutions involved in financial activities. The Two-Pot System, as published by the Treasury, allows public servants to access one-third of their retirement savings throughout their career, while the remaining two-thirds can only be accessed upon retirement. The purpose of this system is to discourage individuals from cashing

out their retirement funds when they resign and to prevent employees from resigning solely to gain access to their retirement savings.

During the workshop, the delegates actively engaged, sought clarification and requested further opportunities for engagement. They appreciated the information shared and suggested that more advocacy and educational workshops are needed to raise awareness and educate members about the COFI Bill and the Two-Pot System. The implementation of the two-pot system is scheduled to take effect on March 1, 2024.

In her closing remarks, Ms. Dimo expressed gratitude and appreciation to the delegates for their attendance and active engagement in both presentations.



COFI BILL & TWO-POT SYSTEM WORKSHOP

COFI BILL & TWO-POT SYSTEM WORKSHOP



## INTERNATIONAL NURSES DAY

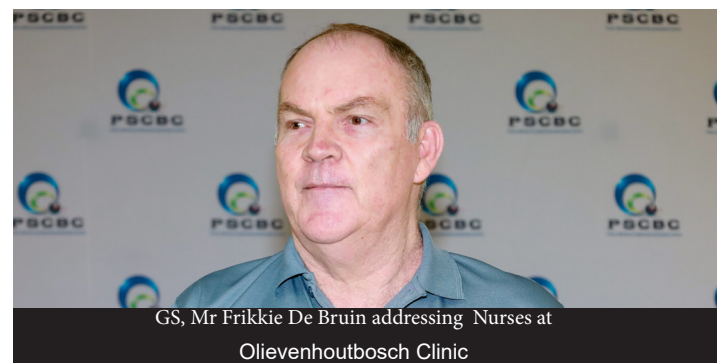
On Friday, May 19, 2023, the PSCBC celebrated International Nurses Day (IND) with the nurses at Olievenhoutbosch Clinic. IND is a globally recognised and commemorated day that honours the hard work, passion, resilience, and compassion of nurses worldwide. The event at the clinic was held under the theme 'Our Nurses, Our Future', and was attended by the General Secretary of the PSCBC, Mr. Frikkie De Bruin together with members of the PSCBC MANCO (Management Committee).

The atmosphere in the hall was filled with excitement, and the nurses expressed their gratitude in their speeches. The General Secretary, acknowledged and appreciated the nurses for their outstanding work in saving lives and contributing to the future of the nation on a daily basis. Ms. Kutumela, the Operational Manager of the clinic, also conveyed her gratitude towards the PSCBC for its continued support over the years.

In response to the theme 'Our Nurses, Our Future', the PSCBC made a donation of digital blood pressure ma-

chines and other medical equipment to the clinic. This gesture aimed to support the nurses in their important work and contribute to the improvement of healthcare services at the clinic.

The celebration of International Nurses Day provided an opportunity for the PSCBC to recognise and appreciate the invaluable contributions of nurses and to demonstrate its support for their crucial role in the healthcare system.



GS, Mr Frikkie De Bruin addressing Nurses at  
Olievenhoutbosch Clinic



Operational Manager of the clinic, Ms Kutumela



# THE LAUNCH OF THE PSCBC DEVELOPMENT AND EMPOWERMENT PROGRAMME

On June 23, 2023, the PSCBC hosted 16 grade 12 learners (8 boys and 8 girls) from Stanza Bopape Secondary School in Mamelodi as part of the launch of the PSCBC Development and Empowerment Programme (DEP). The DEP is a programme designed to assist school children by exposing them to the world of work and showcasing various career opportunities available to them.

Mr. Oomang Parag, the Senior Manager of ICT, welcomed the learners on behalf of the General Secretary and provided an overview of the day. The various divisions within the PSCBC conducted presentations on their various sections. Our learners were introduced to information about different career paths such as information technology, human resource management, collective bargaining, dispute resolution, labour law, logistics, financial management, monitoring and evaluation, and communication and marketing.

To make the visit both fun and educational, the learners were taken on a tour of the sector bargaining councils (GPSSBC and PHSDSBC). They also had the oppor-


tunity to visit the server room to learn more about information technology and the importance of servers and IT in organisations. The day concluded with a ceremony where the learners were presented with certificates of attendance. The learners, along with their life orientation teacher expressed their delight and gratitude to the PSCBC for providing them with an eye-opening experience.

During their visit, the learners were provided with sumptuous meals, they were also transported to and from school. Additionally, they received a gift hamper containing branded merchandise from the PSCBC and the respective sectors.

The PSCBC's hosting of the learners from Stanza Bopape Secondary School through the DEP demonstrates their commitment to empowering and exposing young individuals to various career possibilities, aiming to inspire and guide them as they prepare for their future paths.



Mr. Parag, Welcoming the Stanza Bopape Secondary School learners to the PSCBC



## NORTH WEST PROVINCIAL LEGISLATURE AND ANOTHER V NATIONAL EDUCATION HEALTH AND ALLIED WORKERS UNION OBO 158 MEMBERS (JA17/22)

On June 21, 2023, the Labour Appeal Court delivered a judgement on a case between the North West Provincial Legislature and Another v National Education Health and Allied Workers Union obo 158 Members.

This case was an appeal from the Labour Court (LC) to the Labour Appeal Court (LAC), in which the LAC confirmed that an employer is not allowed to make deductions from an employee's salary without complying with Section 34 of the Basic Conditions of Employment Act (BCEA).

Section 34 of the BCEA provides that an employer is not permitted to make deductions from an employee's salary unless the deduction is made through an agreement with the employee, and is permitted by law, a collective agreement, or court order.

NEHAWU members employed by the North West Legislature embarked on industrial action. After the strike was terminated and the employees returned to work,

the employer made deductions from the employee's salary in subsequent months pursuant to the no work, no pay principle.

The Labour Court interdicted the deductions pending the final determination of the lawfulness or otherwise of the deduction. In subsequent part B of the proceedings, LAC ruled that the deductions by the employer were not compliant with Section 34 and were unlawful, null and void ab initio (of no legal consequence from the beginning).

LAC rejected the employer's argument that Section 34 excludes deduction for no work no pay in terms of Section 67 of the Labour Relations Act. LAC has now confirmed that the deductions were indeed unlawful and dismissed an appeal by the employer.

Click here for the full judgement: <http://www.saflii.org/za/cases/ZALAC/2023/12.html>



## 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

## EDITORIAL TEAM

Frikkie De Bruin, Oomang Parag, Kwena Manamela & Shana Keough

## WRITE TO US

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

## Contact us

Tel: 012 644 8100 or  
fax: 012 664 5834 or  
Email: [media@pscbs.org.za](mailto:media@pscbs.org.za)  
Website: [www.pscbs.org.za](http://www.pscbs.org.za)