



**GENERAL PUBLIC SERVICE  
SECTOR BARGAINING COUNCIL**



**Physical Address:**  
260 Basden Avenue,  
Lyttelton, Centurion,  
Pretoria

**Postal Address:**  
PO Box 16663,  
Lyttelton, 1040

**Tel:** 012 644 8132  
**Web:** <http://www.gpssbc.org.za>

## RESOLUTION NO 1 OF 2024

### CHARTER OF THE GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) COLLECTIVE BARGAINING

#### 1. SCOPE

This agreement binds-

- 1.1. The Employer;
- 1.2. The employees of the employer who are members of trade unions party to this agreement, and
- 1.3. The employees of the employer who are not members of trade union party to this agreement, but who fall within the registered scope of the Council.

#### 2 PREAMBLE

- 2.1 The parties to the Council recognise the need to commit to the principles, objectives and agreements set out in this Charter as to ensure the collective bargaining processes in the GPSSBC are effective and expeditious.
- 2.2 The parties commit to this Charter as to strengthen and defend centralised collective bargaining to advance economic development, social justice, a capable and developmental state, labour peace and the democratisation of the workplace, as per the per Principles established in the PSCBC Summit Declaration on Collective Bargaining.
- 2.3 The parties further commit to the principles to develop and/or strengthen collective bargaining as to underline the importance of the characteristics of a developmental state;

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- 2.4 The parties to this Charter seek to give effect to the collective agreements signed in the past, further reviewing of past performance and future ventures in defending, enhancing, and strengthening centralised collective bargaining in the GPSSBC.

### 3 Acknowledgement

Parties to the Council acknowledge;

- 3.1 The need to improve and enhance the engagements in the GPSSBC Council and Chambers and reaffirm the need to continuous capacity building and training of the parties in these structures.
- 3.2 The diverse scope of the GPSSBC and the complexity of executing functions of collective bargaining and dispute management for varied departments across the Sector.
- 3.3 The need to meaningfully engage on matters of mutual interest with the intent and purpose of reaching collective agreements in an expeditious manner.
- 3.4 The need to monitor and evaluate implementation of such agreements as to ensure maximum benefit to the Sector and its members.

### 4 Agreement

*Parties resolve as follows:*

- 4.1 That the GPSSBC develops a capacity building program for the collective bargaining structures in the Council, guided by international best practices and be provided by accredited intuitions of higher education.
- 4.2 That such capacity building programs be strengthened by ongoing skills programs / workshops and interventions to address any gaps identified in the Sector for immediate attention.

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- 4.3 The GPSSBC to conduct a review of Collective Agreement 1 / 2012 governance rules for Chambers of the GPSSBC as make improvements on the functioning and output of these Chambers.
- 4.4 The employer will take steps to strengthen the mandating processes in the Chambers and Council as to improve efficiencies and turnaround times of matters on the agendas of the Council and Chambers. Such turnaround times will be aligned with the constitution of the Council.
- 4.5 The Council will conduct an audit of all collective agreements of the GPSSBC as to identify areas of non-implementation, areas for need for review or the introduction of new matters for negotiation on norms and standards for the Sector.
- 4.6 To conduct a review of the GPSSBC scope & capacity to provide for market expansion opportunities into SOEs, parastatals etc.
- 4.7 To undergo ethics training as to inculcate ethical decision-making into the organizational culture and to reinforce ethical choices and accountability; and a Code of Conduct should be supported with a framework to deal with corrective action where standards are not upheld.
- 4.8 To conduct research on departments with high case load to identify gaps in policy or sector framework agreements that could address the voluminous referrals being referred to the GPSSBC.
- 4.9 To agree on a clear process for the implementation of the above initiatives and link such to a time frame for completion of the proposed implementation strategies.

## **5. DISPUTE RESOLUTION**

Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

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## 6. SIGNATORIES TO THIS AGREEMENT

This was done and signed at **Centurion** on this the 11 day  
Of MARCH 2024

### ON BEHALF OF THE EMPLOYER PARTY

	Name	Signature
State as Employer	Yoliswa Makhasi	

### ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
NEHAWU	Zola Saphofa	
POPCRU		
PSA	Peter Mngomah	