

## GENERAL NOTICES • ALGEMENE KENNISGEWINGS

### DEPARTMENT OF EMPLOYMENT AND LABOUR

#### NOTICE 3735 OF 2026

Notice published by the Essential Services Committee ('the Committee') in terms of section 71, read with section 70(B)(1)(d) of the Labour Relations Act, 1995 (Act No 66 of 1995 as amended)

**A.** Notice is hereby given in terms of section 71, read with section 70(B)(1)(d) of the Labour Relations Act, 1995 (Act No 66 of 1995 as amended), that the Committee is in the process of conducting an investigation as to whether the following services are essential:

1. Corrective maintenance of critical telecommunication infrastructure;
2. Services rendered by pilots, cabin crew members, ground logistical staff (including but not limited to Ground Crew and Cargo Agents), and boarding gate agents (check-in agents) of aviation airlines limited to the -
  - a) operation of aircraft by pilots, including on-board safety and security (including emergency medical care);
  - b) on-board operational services rendered by cabin crew members, including on-board safety and security (including emergency medical care); and/or
  - c) services rendered by boarding gate agents, including security at airports;
  - d) logistical services rendered by ground staff that enable the time-sensitive and secure transportation of cargo, including medical supplies, and human tissue; and/or
  - e) the urgent or timeous transport medical personnel to perform of life-saving or life-extending medical procedures.

**B.** Notice is hereby given in terms of Section 71(9) for an investigation on the possible variation or cancellation of the following designation rendered by the Committee:

1. 13 March 2020, under GN 43090, the service of wholesale supply of cash.

**C.** Notice is hereby given in terms of Section 71(9) for an investigation on the possible variation or cancellation of the following designation rendered by the Committee:

1. 18 November 2022, under GN 47526, the following services:
  - a) rendered the services of manufacture, supply and distribution of vaccines and or biologicals; anaesthetics; antiretrovirals to treat HIV virus; Immunosuppressants; covid 19 related products; and antibiotics; and
  - b) the manufacture and supply of chronic medicines.

The decision to review the designation is directly related to the circumstances under which the original designation was made. At the time, there was a Covid19 pandemic, and this context necessitated the particular designation. As the situation has evolved, the Committee is now reviewing whether the same designation remains appropriate, given that the pandemic conditions may no longer apply.

**D.** Notice is hereby given that the Committee will hear oral representations as follows:

(i) Date: 23 February 2026  
Venue: CCMA Offices, 78 Darling Street **Cape Town**  
Sector: Corrective maintenance of critical telecommunication infrastructure @ **10:00**  
The wholesale supply of cash @ **10:00**  
Services mentioned in C1 (rendered by the pharmaceutical industries and other parties) @ **12:00**  
Services mentioned in A2 (rendered by South African Airways and other parties) @ **12:00**

(ii) Date: 24 February 2026  
Venue: CCMA Offices, CCMA Offices, 97 Govan Mbeki Avenue **Port Elizabeth**  
Sector: Corrective maintenance of critical telecommunication infrastructure @ 10:00

The wholesale supply of cash @ **10:00**  
Services mentioned in C1 (rendered by the pharmaceutical industries and other parties) @ **12:00**  
Services mentioned in A2 (rendered by South African Airways and other parties) @ **12:00**

(iii) Date: 02 March 2026  
Venue: CCMA Offices, 275 Anton Lembede Street, Embassy House **Durban**  
Sector: Corrective maintenance of critical telecommunication infrastructure @ 10:00  
The wholesale supply of cash @ **10:00**  
Services mentioned in C1 (rendered by the pharmaceutical industries and other parties) @ **12:00**  
Services mentioned in A2 (rendered by South African Airways and other parties) @ **12:00**

(iv) Date: 04 March 2026  
Venue: CCMA Offices, 28 Harrison Street, 13th floor, **Johannesburg**  
Sector: Corrective maintenance of critical telecommunication infrastructure @ 10:00  
The wholesale supply of cash @ **10:00**  
Services mentioned in C1 (rendered by the pharmaceutical industries and other parties) @ **12:00**  
Services mentioned in A2 (rendered by South African Airways and other parties) @ **12:00**

**E. The hearings will be conducted physically at the above offices, and virtually for any interested party to access the hearings and participate from anywhere. Any interested party requiring an opportunity to participate in the hearings must submit written representations and indicate if it requires an opportunity to make oral representations in terms of the ESC Regulations on or before the 19<sup>th</sup> of February 2026. In the written submissions, the parties must:**

1. Submit the above to either [ZamangwevuM@CCMA.org.za](mailto:ZamangwevuM@CCMA.org.za) or to fax: 086 660 6132);
2. Comply with ESC Regulation 2, i.e. state the nature of the interest in the investigation in their written representations; state whether it relies or intends to rely on any expert evidence, and if so, provide a brief summary of that expert evidence; etc and
3. Specify its address, telephone, telefax numbers and e-mail contact address.
4. In line with ESC Regulation 3(2) the ESC hereby (in this notice) also confirms the place and time for the different hearings to be held in this investigation.

**NB: Kindly note that the ESC will convene an information sharing session regarding the above investigations on the 11<sup>th</sup> of February 2026 @ 10:00 at the CCMA National Office 28 Harrison Street and virtually. Kindly confirm your attendance to the briefing session no later than the 6<sup>th</sup> of February 2026 to [ZamangwevuM@ccma.org.za](mailto:ZamangwevuM@ccma.org.za).**

For all Inquiries, please contact Zamangwevu Moshani on [ZamangwevuM@ccma.org.za](mailto:ZamangwevuM@ccma.org.za).



**Ms Grace Mafa-Chali**

**ESC Chairperson**