

DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 4045 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. **The psychosocial support services, technical support services, and quality assurance services rendered through the Gender-Based Violence Command Centres**
 2. **Child protection services including investigating allegations of abuse; removal of a child from an unsafe environment; obtaining urgent Children's Court intervention; placing a child in alternative care; and any action necessary to protect the life, health and safety of children;**
 3. **Integrated and smart waste management services;**
 4. **The services of transportation, emergency delivery and logistical supply of specialised hazardous water treatment and purification chemicals to municipal water treatment facilities, wastewater treatment facilities and entities responsible for the purification and distribution of potable water; and**
 5. **The lamproom safety functions including maintenance, repairs, calibration and testing the equipment and the associated electronic systems upon which the safety function depends.**
- B.** Notice is hereby given in terms of Section 71(9) read with Section 70B(1)(d) for the investigation on the possible variation or cancellation of the following designation rendered by the Committee:
1. **11 May 2018, under GN 41621, the designation of the service described as "services rendered at the Safari 1 Research Reactor" under the nuclear services designation.**

The Committee is conducting this investigation with the view of considering, amongst others, the necessity to limit the designation only to Safari 1 Research Reactor or include other research reactors.

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

- (i) Date: 26 August 2026
 Venue: CCMA Offices, 78 Darling Street **Cape Town**
 Sector: Psychosocial support, technical support, and quality assurance services rendered through the Gender-Based Violence Command Centres **@ 10:00**
 Child protection services **@ 10:00**
 Integrated and smart waste management services **@ 12:00**
 Transportation, emergency delivery and logistical supply of critical chemicals used for water purification **@ 12:00**
 The services rendered at the Safari 1 Research Reactor **@ 14:00**
 The lamproom safety functions **@ 14:00**
- (ii) Date: 27 August 2026
 Venue: CCMA Offices, 97 Govan Mbeki Avenue **Gqeberha**
 Sector: Psychosocial support, technical support, and quality assurance services rendered through the Gender-Based Violence Command Centres **@ 10:00**
 Child protection services **@ 10:00**
 Integrated and smart waste management services **@ 12:00**
 Transportation, emergency delivery and logistical supply of critical chemicals used for water purification **@ 12:00**
 The services rendered at the Safari 1 Research Reactor **@ 14:00**
 The lamproom safety functions **@ 14:00**

- (iii) Date: 01 September 2026
 Venue: CCMA Offices, 275 Anton Lembede Street, Embassy House **Durban**
 Sector: Psychosocial support, technical support, and quality assurance services rendered through the Gender-Based Violence Command Centres @ 10:00
 Child protection services @ 10:00
 Integrated and smart waste management services @ 12:00
 Transportation, emergency delivery and logistical supply of critical chemicals used for water purification @ 12:00
 The services rendered at the Safari 1 Research Reactor @ 14:00
 The lamproom safety functions @ 14:00
- (iv) Date: 02 September 2026
 Venue: CCMA Offices, 28 Harrison Street, 13th floor, **Johannesburg**
 Sector: Psychosocial support, technical support, and quality assurance services rendered through the Gender-Based Violence Command Centres @ 10:00
 Child protection services @ 10:00
 Integrated and smart waste management services @ 12:00
 Transportation, emergency delivery and logistical supply of critical chemicals used for water purification @ 12:00
 The services rendered at the Safari 1 Research Reactor @ 14:00
 The lamproom safety functions @ 14:00

D. 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 21st of August 2026. In the written submissions, the parties must:

1. Submit the above to either 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 13th of August 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 6th of August 2026 to ZamangwevuM@ccma.org.za.

For all Inquiries, please contact Zamangwevu Moshani on ZamangwevuM@ccma.org.za.



Ms Grace Mafa-Chali

ESC Chairperson