



FOR PSA MEMBERS: **CIVILIAN SECRETARIAT FOR POLICE SERVICE (CSPS)**

09-10-2025

Feedback: CSPS Departmental Bargaining Chamber Meeting – 7 October 2025

Organisational structure

The employer previously announced the appointment of a new official responsible for organisational design, who is now leading the ongoing review of the organisational structure. Draft proposals to the structure were presented to labour, and whilst initial feedback was provided, the PSA emphasised the need for further consultations to ensure meaningful input and a thorough consultation process. The PSA further demanded that the employer must share the proposed structure. The employer committed to sharing the revised structure with organised labour in the last DBC meeting. It was agreed that task team meetings would be convened once the reviewed structure had been received.

However, during this round of reporting, the employer indicated that the task team meeting did not take place as planned owing to the unavailability of the organisational design specialist. The employer further stated that internal processes to finalise the proposed structure were at the final stage. The employer confirmed that the structure has been expanded to include an additional 118 posts, 85 were identified as critical, with the remaining 33 allocated for future capacity under the HR Plan.

The PSA raised dissatisfaction with the employer's verbal report and demanded that the employer must share the proposed structure as labour will not engage without the required document. The PSA believes that the proposed structure is not a confidential document, and it should therefore be shared with labour. The employer was reminded of the importance of trust relationships with labour as stakeholders. The employer noted the PSA's submission and committed to sharing the structure once it consulted its principals.

Departmental vacancy report

The PSA submitted the departmental vacancy report as an agenda item for the DBC to request the employer to provide a comprehensive quarterly vacancy report to the Chamber. It is important that the PSA remains informed of the staffing status in the Department to monitor and respond appropriately to challenges that may arise, such as vacant positions, increased workload on existing employees, and delays in recruitment processes. The PSA further requested that the report must include the number of vacant positions and filled positions across the Department. This will ensure transparency and strengthen the PSA's ability to proactively engage with the employer on issues that directly impact members.

The employer noted the report and committed to engaging its principals prior to submitting the requested information.

Discipline management report

The PSA observed that the employer is not managing and administering grievances, misconduct, arbitrations, and Labour Court cases properly in terms of relevant resolutions and legislations. Many complaints have been received from members in that regard. The PSA therefore urged the employer to submit the updated quarterly report, which includes handling grievances, misconduct cases, arbitration cases, suspensions, and Labour Court cases. The PSA intends to monitor the logging and finalisation of these cases from the current financial year. The employer committed to providing the requested information in the next DBC Meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER