



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

28-05-2025

Feedback: DCS Special Departmental Chamber meeting

Proposed shift pattern

The employer requested a special Departmental Bargaining Chamber (DBC) meeting to formally table its proposed shift pattern. As previously reported in the PSA's *Informus* (available on PSA website or from PSA Provincial Offices), the DCS convened a bilateral meeting with labour on 31 January 2025 to present the proposed shift system. Following that engagement, the PSA shared the proposal with members and invited comments.

The PSA thanks all members who participated in this process. Importantly, all employees who provided input expressed their rejection of the proposed shift pattern. Despite this, on 20 May 2025, the DCS formally re-tabled the same shift pattern at the Chamber for input by organised labour. The PSA reiterates that the version presented remains unchanged from what was discussed in January.

Members who have not submitted their input are encouraged to do so by emailing prince.mthombeni@psa.co.za. Please do not resubmit inputs if you have already responded, as all submissions are on record. The PSA will keep members informed of developments and outcomes of engagements.

Cost containment circular: PSA demands withdrawal

The PSA has formally demanded that the DCS withdraw Addendum No 02 to Financial Circular 2023/24 on Cost-Containment Measures, signed on 2 April 2025 (copy *attached* for reference). This Circular was issued without any consultation with organised labour and violates existing policy provisions and collective agreements. It reflects poor planning and a lack of operational consideration. Notable issues include:

- Directive to conduct virtual disciplinary hearings despite the DCS lacking the necessary infrastructure and resources.
- Phasing out of corporate wear for employees appointed under the *Public Service Act*, without assessing the consequences or proposing viable alternatives.

The PSA has written to the National Commissioner regarding these serious concerns, yet no response has been received. This silence underscores a continuing pattern of disregard and undermining of

workers' rights. The PSA will exhaust all appropriate avenues to ensure that members' rights are upheld, and that due process is followed. During the DBC meeting, employer representatives committed to consult their principals and revert with feedback at the next sitting.

Join the PSA

Employees who wish to join the PSA can visit the website or contact their nearest PSA Provincial Office. The PSA is committed to protecting the rights and interests of all members at the DCS.

Reuben Maleka
GENERAL MANAGER