



FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING CHAMBER - LIMPOPO**

29-10-2025

Feedback: GPSSBC Chamber - 17 October 2025

The following agenda items were discussed in the meeting on 17 October 2025:

Nature Reserves: Provision of uniforms - Limpopo Economic Development Environment and Tourism (LEDET)

The PSA has been instrumental in ensuring that the LEDET provides Field Rangers with much-needed uniforms/protective clothing. The employer previously reported that a service provider was appointed on 31 March 2025, based on *Tender EDET304/2024*, for procurement of uniforms and undertook to provide employees with the first batch by September 2025. The employer, however, reported that the supplier could no longer supply the uniforms and the spokesperson for the employer has already approached the Director-General to intervene as the LEDET had repeatedly failed to provide employees with uniforms, with some employees last receiving uniforms as far as 2019. A special Chamber meeting will be held where the employer will provide the outcome and directives from the office of the Director-General. The item remains on the agenda.

Department of Education: Job evaluations (JE) for Education Management Information Systems (EMIS)

Members will recall that the PSA sponsored this agenda item following complaints from members after their efforts to persuade the Department of Education to conduct JE. The employer responded that JE could not be done as their posts were not on the organisational structure. The PSA is happy to report that the employer has concluded JE for the posts of EMIS and the JE outcomes will be provided within 14 days of the meeting. The item remains on the agenda.

Management plan on placement of employees as per approved structure (2024)

In the previous meeting, the Department of Education presented its management plan, which was noted by parties, and entailed the administration of capturing new budget codes on BAS, developing and coordinating job descriptions, and capturing the organisational structure on Persal. The employer reported that it is busy with the process of matching and placing employees on the new structure. Members are advised that some of the target dates on the Plan, as previously reported, have been amended. A copy of the revised Plan is *attached*. Members are encouraged to participate in any consultations initiated by the employer regarding placements on the new organisational structure.

Members are advised to involve shop stewards, and should the need arise, the PSA Provincial Office, should there be any grievances regarding placement.

Department of Transport and Community Safety (DTCS)

Implementation of 24/7-Shift System for Traffic Officers

Members will recall that the PSA sponsored this item in December 2024 when the DTCS unilaterally directed that a 24/7-shift system would be implemented with effect for 1 April 2025. The employer has since consulted Traffic Officers in each district with Benny Setiba, PSA Full-Time Shop Steward from the DTCS, representing the PSA. Several challenges were raised during these consultations, It was finally recommended that benchmarking should be done to learn best practices. A team travelled to Western Cape Department of Mobility for a benchmarking exercise where Mr Setiba again represented the PSA.

A report was presented by Advocate Chidi, spokesperson for the employer, which was noted by organised labour. Salary levels in the Western Cape are in line with the Department of Public Service and Administration (DPSA), which are also the same as the Limpopo Department of Transport and Community Safety as follows:

Rank	Current level
PI	Level 6
SPI	Level 7
PPI	Level 8
CPI	Level 10
Control	Level 11
Director	Level 13
Chief Director	Level 14

Based on the information from the benchmarking, a plan on the implementation of a 24/7-shift system for Limpopo will be drafted. The draft plan will be forwarded to Limpopo Provincial Treasury to source resources to implement the 24/7-shift system. It was agreed the shift system will not be implemented before all necessary resources are made available by the employer, for example high-powered vehicles, firearms, bullet proof vests, and sufficient manpower to successfully implement the system. The item remains on the agenda.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA acting Provincial Manager in Limpopo on phillip.maponya@psa.co.za.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER