



FOR PSA MEMBERS: GENERAL PUBLIC SERVICE SECTORAL BARGAINING CHAMBER (GPSSBC) - LIMPOPO

09-12-2025

Feedback: Limpopo GPSSBC Chamber meeting - 2 December 2025

The following agenda items (all sponsored by the PSA) were discussed in a Chamber meeting on 2 December 2025:

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

This matter was tabled in a special Chamber meeting on 26 November 2025 where the employer provided the outcome and directives from the office of the Director-General who had been requested to intervene following the failure by LEDET to provide uniforms/protective clothing. The employer provided a comprehensive report, detailing action plans and timelines for the provision of long-awaited uniforms and protective clothing but could not provide a list of items that would be issued.

Item No	Action	Timeline
1	Secure approval from National Treasury for RT contracts RT64-2022 and RT59-1-2022	By 15 November 2025
2	Place orders through RT contracts	By 30 November 2025
3	Delivery of uniforms and PPE	By 31 January 2026
4	Initiate own procurement process for long-term contract	Advertise by 30 November 2025
5	Conclude the departmental contract	By 31 March 2026
6	If opting for RT64-2026 and RT59-2026 participation: Submit request to National Treasury and secure approval	By 28 February 2026
7	Place orders under RT64-2026 and RT59-2026	By April 2026

The following is a list of items that will be delivered by 31 January 2026:

Combat Trousers Olive	5 Per Official
Combat Shirt, Short Olive, Embroidery	5 Per Official
Combat Shirt Long Olive, Embroidery	5 Per Official
Embroidery	21 Per Official
T-Shirt Olive, Embroidery	2 Per Official
Long Sleeve Jersey with Epaulettes	3 Per Official
Sleeveless Jersey with Applets	2 Per Official
Padded Jacket, Olive, Embroidery	2 Per Official
Pola Fleece Jacket, Embroidery	2 Per Official
Army Boot	1 Per Official
Anti Tracking Boot	1 Per Official
Swat Boot	1 Per Official
Web Belt	1 Per Official
Long Golf Horse Socks	5 Per Official
Baseball Cap, Embroidery	1 Per Official
Bush Hat, Olive, Embroidery	1 Per Official
Cricket Hat Olive, Embroidery	1 Per Official
Knitted Beanie, Olive Embroidery	1 Per Official
Rain Suite, Embroidery	1 Per Official
Epaulettes	2 Pairs Per Official

The employer has undertaken to provide labour with monthly progress reports until the matter is fully resolved. The matter 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 these posts were not on the organisational structure. The PSA had noted its dissatisfaction with the “report” by the Department (prior to the Chamber meeting), which simply indicated that the posts had previously been graded on Level 4 and now graded on Level 5 and had requested a bilateral meeting. The employer refused to meet with the PSA or disclose information regarding JE outcomes. The PSA is of the view that the employer had, in fact, not conducted a JE exercise as the posts were graded on Level 5. The information provided was therefore incorrect. After lengthy deliberations, it was agreed that the matter will be referred by the Secretariat for a facilitation process, under the auspices of the GPSSBC, to assist parties to reach an amicable solution. The item will remain on the agenda.

Department of Transport and Community Safety (DTCS)

Implementation of a 24/7-Shift System for Traffic Officers

Members will recall that the PSA had sponsored this item in December 2024 when the DTCS unilaterally directed that a 24/7-shift system would be implemented with effect from 1 April 2025. The employer and organised labour have since engaged in meaningful consultation. A detailed progress report (by the task

team where the PSA is represented by Benny Setiba) as of 26 November 2025 was presented by Advocate Chidi, spokesperson for the employer. The report includes provision of human resources, tools of trade, and vehicles. A copy of the report is *attached* for ease of reference. It was previously agreed that 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 (members' focus is drawn to the number of Provincial Inspector posts that are being advertised) to successfully implement the system. The item will remain 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