



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

24-07-2025

## Feedback: Limpopo GPSSBC

The following agenda items were discussed in the meeting of 18 July 2025.

### **Nature Reserves: Provision of uniforms – LEDET**

The PSA has been instrumental in ensuring that LEDET provide Field Rangers with much needed uniforms. The employer reported that a service provider was appointed on 31 March 2025 based on *Tender EDET304/2024* for procurement of uniforms. The Department has commenced with the procurement of uniforms in terms of the R2.2m budget allocated for the 2025/26-financial year and indicating that it would be applying for additional budget to procure the remaining batch. The PSA requested the timeframes in which uniforms would be provided to members and to provide specifics on items that would be issued. The employer undertook to provide a report within seven days in this regard.

### **Department of Education: Job evaluations for EMIS employees**

The employer reported that the new structure has been approved, and the employer will be capturing the new budget codes on BAS, developing and coordinating job descriptions and capturing the new structure on Persal. The matter remains on the agenda.

### **Implementation of 24/7-shift system: Traffic Officers**

Members will recall that the PSA has requested an urgent special Chamber meeting after learning of the employer's intention to implement a 24/7-shift system for Traffic Officers, effective from 1 April 2025, in an attempt to reduce annual overtime expenditure by approximately R7 million, which would enable it to recruit law enforcement officers. The employer had previously acknowledged the PSA's presentation requesting extensive consultations and agreed that the shift system would not be implemented without proper consultations. A schedule was provided for consultations in each district. The employer reported that consultations had taken place in all districts with the main concern of employees with the proposed shift system being that they would no longer be able to claim for overtime. The employer agreed to the PSA's proposal that a written report be provided to labour within seven days.

## **Management Plan: Placement of employees as per approved structure – Department of Education**

The Department of Education presented its management plan, which was noted by parties. The target dates on the plan provided will be amended and communicated in the next meeting. Members are encouraged to participate in any consultations initiated by the employer regarding placements on the new organisational structure. It is imperative to include shop stewards, and should the need arise, the PSA Provincial Office could also be included should there be any grievances regarding placement.

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 Provincial Manager in Limpopo on email: [phillip.maponya@psa.co.za](mailto: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