



FOR PSA MEMBERS: **NORTH WEST DEPARTMENT OF COMMUNITY SAFETY AND
TRANSPORT MANAGEMENT (DCSTM)**

20-10-2025

Feedback: North West DCSTM Bilateral Meeting – 16 October 2025

A bilateral meeting between the PSA and the Department of Community Safety and Transport Management was held on 16 October 2025. The purpose of the meeting was to discuss matters referred to the bilateral from the Chamber and to provide progress updates on ongoing issues before the next Chamber meeting. The following matters were discussed:

Procurement of vehicles

The Department reported progress on the procurement of vehicles, confirming that 30 vehicles have been purchased to improve operational efficiency. Out of these, 18 vehicles have already been delivered, and the remaining units are expected to arrive by mid-November 2025. Once delivered, the vehicles will undergo branding and the installation of blue lights to ensure that they are fully compliant and ready for deployment.

Firearms and safes

The Department has taken steps to address firearm shortages by instructing Station Managers to submit lists of officers in need of firearms by 24 October 2025. A progress report on this matter will be shared with labour before the next Chamber meeting. In addition, the Department has purchased firearm safes, and installation at various stations is currently underway to enhance safety and compliance.

Bulletproof vests

On the matter of bulletproof vests, the Department indicated that it would benchmark with Limpopo and the Eastern Cape to ensure that the vests used meet appropriate safety and quality standards. The process is expected to be finalised before the end of 2025, ensuring that officers are adequately protected whilst on duty.

24/7-shift system

The employer clarified that only two stations in the Department are currently operating on a 24/7-shift basis, whilst other stations only implement 24/7 shifts during festive seasons. The Department further

confirmed that consultations on the introduction of 24/7 shifts were conducted in the Chamber on 24 August 2011. It was emphasised that during festive periods, station managers are responsible for conducting local consultations with affected employees. The employer committed to issuing a directive in advance before any officers commence 24/7 shifts in festive periods to ensure transparency and compliance with labour processes.

Occupational Health and Safety Committee

The Department has established an Occupational Health and Safety (OHS) Committee, composed of employer and labour representatives. The Committee will address all OHS-related matters to promote a safe and healthy working environment for employees. The Zeerust Weighbridge is currently undergoing renovations as part of the Department's 2025/26-financial year infrastructure-improvement plan. This initiative aims to enhance service delivery and ensure that facilities meet operational standards.

Recruitment process

The Department confirmed that the recruitment and filling of vacant posts is an ongoing process. The PSA will continue to monitor this matter closely to ensure that recruitment practices remain fair, transparent, and consistent with Public Service regulations. The Department confirmed the recruitment of 34 traffic learnerships for the 2025/26-financial year as part of its ongoing efforts to strengthen traffic management capacity and provide youth employment opportunities in the sector.

Transportation for night-shift officials

The issue of transportation for officials who work the night shift or finish duty late at night was also addressed during the bilateral. The Department acknowledged the safety concerns raised by labour regarding employees who knock off at 22:00 or later, particularly the risks associated with commuting at such hours. The Head of Department is currently conducting visits to various stations to assess the feasibility of providing transport assistance to officials who work night shifts. The intention is to determine practical and sustainable solutions that will enhance employee safety and wellbeing. The Department has committed to sharing the findings of this assessment and the proposed measures with labour.

The PSA is committed to ensuring that the interests and working conditions of members are safeguarded. Members will be informed of developments and outcomes after the next Chamber meeting.

For new membership, please contact Nozi Monaisa on **082 880 8992** / Nozi.monaisa@psa.co.za.

Reuben Maleka
GENERAL MANAGER