



FOR PSA MEMBERS: NORTH WEST DEPARTMENT OF COMMUNITY SAFETY

07-05-2025

Feedback: Multilateral meeting – North West Department of Community Safety

On 30 April 2025, a multilateral meeting occurred between the Department of Community Safety and labour representatives, including the PSA. The meeting aimed to address several issues previously raised by employees, particularly regarding the implementation of the 24/7-shift system and challenges affecting service delivery and working conditions.

24/7-shift system implementation

The Department confirmed that the 24/7-shift pattern is a Ministerial Policy Statement, which means that it cannot be amended at provincial level. However, the Department acknowledged the need to ensure the availability of sufficient resources to support the implementation of this policy, including vehicles, uniforms, firearms, and adequate staffing.

Appointment of additional Traffic Officers

A positive development from the meeting is that the appointment of an additional 30 Traffic Officers has been approved and is currently in process. Whilst financial constraints prevented the Department from appointing the initially intended number, there is a clear commitment to expand the workforce further as resources allow.

Provision of tools of trade

The Department acknowledged a shortage of laptops for Traffic Officers. This issue has been noted and will be addressed soon to ensure officers are equipped to carry out their duties effectively.

Concerns: Protective gear

During the engagement, the employer raised concerns that some employees allegedly refuse to use bulletproof vests and firearms whilst on duty. This was strongly refuted by labour. As a way forward, the employer undertook to provide a full report on this matter at the next scheduled meeting.

Night-shift transportation challenges

The matter of transportation for night-shift employees remains unresolved. It was agreed that this issue would be discussed in greater detail at the next meeting to reach a mutually acceptable resolution.

Unpaid overtime from 2018

The employer requested a list of employees who did not receive their overtime payments for the 2018-financial year. Once the list is received, the Department will begin an investigation into the matter. All affected members are encouraged to submit their details to the PSA Provincial Office without delay.

Next meeting date

The follow-up meeting between the Department of Community Safety and labour is scheduled to take place on 21 May 2025. Updates will be shared with members following that engagement.

Contact information

For any queries, clarifications, or to submit your name for inclusion in the unpaid-overtime list, please contact your PSA representative, Nceba Beardman at nceba.baardman@psa.co.za.

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GENERAL MANAGER