



FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) – NORTH WEST**

01-12-2025

Feedback: North West GPSSBC Chamber meeting – 25 November 2025

The PSA attended the GPSSBC Chamber meeting held on 25 November 2025, where the Department of Community Safety and Transport Management presented updates on several matters previously raised by labour. This is a clear summary of the progress made, items resolved by the Chamber, and the PSA's ongoing commitments - particularly regarding night-shift transport challenges at affected centres.

Implementation: 24/7-shift system

The employer confirmed that the 24/7-shift system has been in operation since 2008 and was formally consulted in the GPSSBC Chamber in 2011. Aligned with the festive season operational plan, additional consultations recently took place across all districts. The PSA emphasises that any future adjustments to the shift system must continue to be handled through proper consultation with employees at affected workstations to ensure that rights and working conditions are upheld.

Tools of trade: Vehicles, firearms, and bulletproof vests

Significant progress was noted regarding the availability of tools of trade. The Department reported that 37 new vehicles have been delivered and are currently being branded and fitted for deployment in early December 2025. A total of 38 new firearms has also been issued to officers following full compliance with legal requirements. Bulletproof vests have progressed to procurement stage following inspections at the supplier's premises. The PSA welcomes these improvements and will monitor the distribution of these resources across stations.

Staffing and recruitment

The Department reported advancements in addressing staff shortages. These include the recruitment of 34 new traffic learners for the 2025/26-financial year and the absorption of 238 learners over the last five years. Filling of vacant funded posts is ongoing, aimed at stabilising operational capacity across the Province. The PSA acknowledges these efforts and will continue engaging the employer to ensure that staffing levels reflect operational demands, particularly at 24-hour stations.

Overtime, standby allowances, and OHS matters

According to the employer, all outstanding overtime payments have now been processed and finalised. The Department reiterated that it does not have a standby policy and therefore no employees are formally on standby. Occupational health and safety (OHS) matters are currently being processed through properly established OHS Committees, in which PSA representatives actively participate. Members are encouraged to report any OHS concerns through these channels for timely attention.

Removal of agenda items from Chamber

Following the employer's detailed update, the Chamber resolved to remove the identified agenda items from its active agenda. This decision was based on the significant progress achieved on matters and the employer's ongoing efforts to address outstanding components.

Night-shift transport for affected centres

Although the issue of transport for night-shift employees was removed from the Chamber, the PSA and the employer acknowledged that it remains a real concern for certain centres. Parties therefore committed to engage further on this matter outside the Chamber, with the understanding that it will be addressed on a merit basis for each affected employee and workstation. The PSA will lead engagements to ensure that safety risks and operational needs are adequately considered and that members working night shifts receive appropriate support.

The PSA welcomes the progress reported by the employer and acknowledges the Chamber's decision to remove the resolved items from its agenda. The PSA is committed to monitoring the implementation of all improvements and ensuring that members' rights and interests continue to be protected. The issue of night-shift transport will remain a priority for the PSA. Further engagements will be pursued to find practical, fair solutions for all affected members.

The PSA thanks members for their continued trust and encourages them to report any challenges or new developments through their shop stewards or the PSA Office.

Reuben Maleka
GENERAL MANAGER