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FOR PSA MEMBERS: **CIVILIAN SECRETARIAT FOR POLICE SERVICE (CSPS)**

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03-03-2026

## Feedback: CSPS Departmental Bargaining Chamber (DBC) meeting – 26 February 2026

### Proposed organisational structure

The PSA urged the employer to share the proposed structure with parties to the DBC at numerous DBC meetings to have meaningful engagements on this issue. To date, the employer failed to share the proposed structure, stating that the structure is currently undergoing internal processes and would be shared with labour once finalised. Based on the lack of progress on this matter, and the fact that there have never been any meaningful engagements, the PSA proposed withdrawing this item from the agenda to allow the employer to finalise processes. The employer was also advised to re-table the matter once it is ready to engage with labour as it is mandatory to consult on organisational structure. The employer acknowledged the PSA's submission and committed to sharing the structure for consultation once it has consulted its principals. The matter was thus withdrawn from the agenda and members are advised to note that no move should happen until the matter is adequately consulted.

### Departmental vacancy report

Members will recall that the PSA had previously tabled the agenda item pertaining to the Departmental vacancy report at the DBC, requesting the employer to provide a comprehensive quarterly vacancy report to the Chamber. The PSA further requested that the report must reflect the number of funded vacant and filled posts in the Department to promote transparency and strengthen labour's ability to engage proactively on matters affecting members. The employer previously committed to submitting the requested report after consulting with its principals. At this meeting, the employer indicated that the quarterly report is being drafted and will be shared with labour before the next DBC. The PSA noted the update and urged the employer to prioritise the matter and circulate the report as agreed.

### Discipline management report

The PSA previously tabled the item after observing that the employer is not properly managing and administering grievances, misconduct, arbitrations, and Labour Court cases in accordance with relevant resolutions and legislation and urged the employer to submit a quarterly report. The employer stated that it is finalising its internal processes, and a signed comprehensive report will be shared with labour prior to the next DBC meeting. The PSA will continue to monitor the logging and resolution of these incidents to avoid further employee unhappiness.

## **Anticipated relocation of Office of Judge for Directorate for Priority Crime Investigation (DPCI)**

The CSPA management has indicated an intention to relocate the office of the DPCI, currently based at the Tramshed, to PSIRA in Centurion. This proposed relocation appears to have been considered without sufficient consultation with organised labour, as required by applicable labour relations frameworks. Subsequently, the PSA proposed that:

- The relocation be placed on hold pending full consultation with labour at the DBC.
- Management provides a detailed motivation for the relocation, including safety assessments and accommodation readiness reports.
- Alternatives to relocation be explored, including maintaining the office of the DPCI at its current location or implementing hybrid operational arrangements.
- Labour be included on the relocation task team.

The employer agreed to put the relocation process in abeyance pending proper consultation. Members will be kept informed.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER