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

26-11-2026

What is happening at CSPS?

New Policies

The employer tabled the following new draft policies for consultation:

CSPS GBV Policy

The purpose of this policy is to prevent and combat gender-based violence in the CSPS; promote a workplace culture based on dignity, equality, respect, accountability, and non-violence; provide mechanisms for reporting, intervention, support, and consequence management; protect victims and survivors from retaliation and secondary victimisation; ensure compliance with applicable legislation and national GBV frameworks; and promote awareness, education, and behavioural change amongst employees. The PSA supports measures that create a safe and respectful workplace. Members should pay particular attention to the clauses extending the policy to online conduct and behaviour outside the workplace, as well as serious disciplinary consequences for violations.

Internship Policy

This policy framework is intended to provide guidelines that will assist the CSPS in implementing the Internship Programme in terms of the processes, structures, mechanisms, and control measures. Members should consider the structured mentorship, skills development, and rotation opportunities. However, special attention should be drawn to the clauses confirming that internships are temporary developmental programmes with no guarantee of permanent employment and that interns may only participate in a Public Service internship once.

External Bursary Policy

This Policy aims to establish a clear and supportive framework for managing the Department's External Bursary Programme. It is designed to assist academically deserving Grade-12 learners in pursuing studies in fields identified as scarce and critical to the Department's mandate, whilst also providing, in exceptional cases, opportunities for Grade-10 learners to benefit from this support. Whilst the Policy creates valuable educational opportunities and supports scarce skills development, members should pay particular attention to the service obligation, absence of guaranteed employment, strict academic performance requirements, and repayment provisions in the event of a breach of the bursary agreement.

Inputs required

The draft policies have been referred to the Policy Task Team for further engagement and consultation. Members are encouraged to review the *attached* draft policies and submit any comments, input, or proposals to *velucia.maluleke@psa.co.za* / *tebello.mokiri@csp.gov.za* **on or before 10 December 2026**.

Submission of agenda items: DBC meeting

Members are encouraged to submit suggestions, workplace concerns, and proposed agenda items for consideration at the next Bargaining Forum meeting. Members' participation is essential in ensuring that PSA representatives are adequately mandated and equipped to effectively represent and advance their interests. Members are therefore urged to submit their inputs to *velucia.maluleke@psa.co.za* by **no later than 11 December 2026**.

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

Reuben Maleka
GENERAL SECRETARY