



FOR PSA MEMBERS: LIMPOPO GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)

14-07-2026

Feedback: Limpopo GPSSBC Annual General Meeting and Chamber meeting - 10 July 2026

PSA remains strong voice in GPSSBC

The PSA is a registered trade union with full *locus standi* to negotiate on behalf of members and to represent them in individual and collective labour matters.

Vote weights 2026/27: Chamber term

Trade union / Group	Membership	Vote weight
PSA, NPSWU, Hospersa and Sadtu	5 395	46.79%
Nehawu	5 367	46.55%
Popcru and Pawusa	768	6.66%
Total	11 530	100%

The PSA congratulates Benny Setiba (PSA) on his election as Chairperson of the GPSSBC Provincial Chamber.

Agenda items sponsored by PSA

Limpopo Department of Environmental Affairs, Economic Development and Tourism (LEDET): Provision of uniforms and Personal Protective Equipment (PPE)

The PSA again raised the Department's continued failure to provide Field Rangers with required uniforms and PPE for the performance of their duties. The employer reported that boots, belts, and hats have been delivered. The remaining items, including T-shirts, shirts, trousers, jerseys, and socks, are expected by 31 July 2026. Challenges remain regarding the procurement of padded jackets, with alternative suppliers being considered. The PSA will continue to monitor the Department's compliance.

Department of Education: Job evaluation (JE) – Education Management Information System (EMIS) posts

Members will recall that, following a deadlock, the PSA referred this matter to the GPSSBC Secretariat for facilitation in terms of the applicable governance rules. As reported previously, the employer made a complete about-turn in the facilitation meeting (March 2026), admitting that the information previously provided to organised labour was incorrect, and that no JE had been conducted. The employer reported that the Department of Education has completed JEs for only 12% of the posts in its organisational structure and has not yet commenced with the JE of EMIS posts, despite its undertaking during the facilitation process. The Department attributed the delay to a shortage of staff in the Organisational Development Directorate and an insufficient number of trained officials to conduct JEs. The PSA strongly objected to this position, reminding the employer that the matter had already been subjected to facilitation by the General Secretary of the GPSSBC, during which the employer had committed to prioritising the JE of EMIS posts. The PSA emphasised that members have waited long enough for this matter to be resolved and that the employer could not simply renege on its undertaking. Following extensive discussions, the employer agreed to prioritise the JE of EMIS posts and provide a progress report at the next Chamber meeting.

Department of Transport and Community Safety: 24/7 shift system

The PSA continues to participate in the task team established to oversee the implementation of the proposed 24/7 shift system for Traffic Officers. The task team presented an implementation report proposing Phase 1 from 1 September 2026, confirming that critical shortages relating to vehicles and staffing have largely been addressed. The matter remains on the Chamber agenda. Affected members are encouraged to submit comments on the *attached* report to deidre.reynecke@psa.co.za.

Department of Public Works, Roads and Infrastructure: Recruitment and selection irregularities

The PSA raised ongoing concerns regarding recruitment and selection processes in the Department, including:

- Exclusion of PSA shop stewards from shortlisting and interview proceedings.
- Inadequate notice provided to labour representatives.
- Failure to provide accommodation to PSA observers whilst accommodating others.
- Centralisation of recruitment processes, resulting in unnecessary expenditure.
- Shortlisting and appointment of candidates who did not meet minimum requirements.
- Irregularly constituted selection panels.

The PSA requested:

- An investigation into the exclusion of PSA representatives;
- An investigation into the composition of selection panels;
- Corrective measures to ensure meaningful labour participation; and
- A review of the Department's decision to centralise recruitment processes.

The matter remains on the Chamber agenda for further engagement.

PSA commitment

The PSA remains steadfast in protecting members' rights and advancing their interests. Service excellence will continue to guide the Union's work.

Need assistance or want to join the PSA?

For assistance with workplace matters, contact the PSA Provincial Manager in Limpopo - andry.mnisi@psa.co.za.

To join the PSA, contact:

- Lawrence Muvhango – 082 880 8995
- Paulina Moloto – 082 880 8957
- PSA Provincial Office – (015) 295 0500

Reuben Maleka
GENERAL MANAGER