



TSHWANE REGION

Physical Address:

110 Custy Street, Unit 1, Temba  
Hamaanskraal, 0407

Email Address:

pcctshwaneregion@gmail.com

## OFFICE OF THE REGIONAL CHAIRPERSON

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### MEMORANDUM TO CITY OF TSHWANE METROPOLITAN MUNICIPALITY (SAPS)

To: Office of The Mayor

Att: Dr. Nasiphi Moya

From: *Progressive Civics Congress (PCC) – Tshwane Region*

Date: 17 March 2026

Subject: Memorandum of Implementation Regarding Insourcing of Security Guards

#### 1. Purpose

This memorandum is submitted on behalf of the security guards employed by Tshwane Municipality Contractors and Contracted Labour Broking Companies by the Progressive Civics Congress (PCC) and the broader community we represent. It serves as a formal expression of **our deep concern over ongoing delays to implement a council resolution taken in 2021 on where municipal council resolved to insource 4000 security guards.**

#### 2. Background

The Tshwane municipal council took a resolution in 2021 to insource 4000 security guards who had been employed by various security services contractors to the Tshwane municipality. The personnel concerned were employed amongst others by :-

- Takana Limpopo Security Solutions
- Phiriphiri Security Service
- Lebelelang Mahlatse Trading
- Shaka and Sihle Security
- Hotline
- Marumo Maepe Security
- Bahlokomedi Management Service





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- Triotic Security Services
- Raite Security Services and Consulting
- Izingwenya
- Eldana Security Company
- Mabotwane
- NEP
- Skets Projects
- Ramalepe
- Gubis 85
- TNG – Tlhomphanang Business Enterprises
- Both Best Security Services
- Mogaladi Security Service
- Seputwe Protection Service

Out of 4000 promised posts of security personnel :-

- 1312 posts were filled in 2022
- No other posts were created or filled from 2022 till now
- The companies above have continued to enjoy the benefits of being security contractors contrary to what was agreed by the municipality
- The municipality instead went on further to renew contracts of the security companies from March 2022 which is the time when the security personnel were supposed to be insourced into the municipality

Currently there are qualified security personnel who have even passed on from 2022 without enjoying the benefits of being full-time security employees.

Despite engagements and protests from the security guards under SACSAWU, a union under which the security guards are subscribed, and engaging the industry bargaining council, Tshwane municipality has remained unmoved by the plight of the security personnel





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### **3. PCC's Official Position**

We, the PCC, declare:

- **THE REMAINING 3688 SECURITY PERSONNEL MUST BE INSOURCED**
- **THE TSHWANE MUNICIPALITY AND THEIR CONTRACTED SECURITY COMPANIES MUST PAY BACK THE DIFFERENCE BETWEEN WHAT THE SECURITY GUARDS SHOULD HAVE EARNED FROM 2022 AND WHAT THEY ARE ACTUALLY EARNING NOW**
- **THE TSHWANE MUNICIPALITY AND THEIR CONTRACTED SECURITY COMPANIES HAVE STOLE FROM THE SECURITY PERSONNEL AND THIS NEEDS TO BE URGENTLY ADDRESSED**

### **5. Demands**

We submit the following immediate demands to your office:

- 1. INSOURCE THE SECURITY PERSONNEL NOW**
- 2. PAY BACK THE BENEFITS THAT SHOULD HAVE ACCRUED TO SECURITY PERSONNEL**
- 3. CREATE 3688 POSTS FOR SECURITY PERSONNEL**
- 4. TERMINATE CONTRACTS OF SECURITY LABOUR BROKERS**
- 5. Protection for whistleblowers, officers of integrity, and community members who speak out.**

### **6. Call to Action**

We expect a **formal written response within 7 working days**, outlining:

- Your acknowledgment of this memorandum
- Your action plan to address the concerns above
- Name and Contact details of the person to be responsible for this programme
- A plan of action should be submitted on how this programme will be executed





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Failure to respond or take action will result in **continued public campaigns**, including:

- Peaceful pickets
- Submissions to Industry Bargaining Council
- Media Splash

### **8. Conclusion**

**The Time To Act is NOW. PCC, in solidarity with affected communities and our brave security officers will not remain silent. Injustice shall not be left to fester.**

**Signed: Declaration**

**Signed: Acknowledgement of Receipt**

\_\_\_\_\_  
**Name: C.K. Phega**

**Regional Chairperson**

**Progressive Civics Congress (PCC)**

**Contact: 071 984 3073**

\_\_\_\_\_  
**Name:**

**Tshwane Municipality Representative**

**City of Tshwane Municipality**

**Contact:**

Date of Submission: \_\_\_\_\_ / \_\_\_\_\_ / 2026

**Witnessed by:**

\_\_\_\_\_  
\_Name:\_\_\_\_\_

Security Personnel Representative

