



**TSHWANE REGION**  
**Physical Address:**  
**102 Seeiso Street,**  
**Atteridgeville, 0008**  
**Email Address:**  
**pcc.rc.tshwane@gmail.com**

## **OFFICE OF THE REGIONAL CHAIRPERSON**

---

### **Memorandum on insourcing of Security Personnel and Re-instatement of EPWP Workers**

**To: The Executive Mayor, City of Tshwane**

**Att: Dr. Nasiphi Moya**

**CC: Speaker of Council**

**CC: MMC for Corporate and Shared Services**

**CC: Bargaining Council**

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

**Date: 08 June 2026**

**Subject: Immediate Insourcing of 3688 Security Guards and EPWP Workers – End Outsourcing Now**

We are here today because since 2019, our people have endured hardship under incompetent leadership. For 7 years, our people have been taken from pillar to post. They were promised decent jobs in 2019.

**Today we demand: Give our people what is due to them.**

#### **1. We observe the injustice against workers**

Many of these workers were treated unfairly by the same municipality that was supposed to protect their interests. The municipality chose to turn a blind eye.

#### **2. You are defying binding rulings**

The Bargaining Council awarded Vat Alles workers an order to return to work. Instead of complying, the City chose to continue outsourcing. You outsource because it funds private companies and your own political party campaigns.

#### **3. Stop putting profit over people**

Security guards who were supposed to be insourced are now being retrenched. Their contracts are terminated because this City puts profit before workers.

#### **4. Our demands are clear**

- a. Insource all 3688 security guards immediately, as per the Council Resolution taken 7 years ago.
- b. Insource EPWP workers concurrently. Stop paying private companies for work municipal employees can do.





**TSHWANE REGION**

**Physical Address:**

**102 Seeiso Street,  
Atteridgeville, 0008**

**Email Address:**

**pcc.rc.tshwane@gmail.com**

## **OFFICE OF THE REGIONAL CHAIRPERSON**

---

c. Re the Executive Mayor's announcement of 100 jobs without consultation with the security personnel. 100 jobs is an insult particularly if they are not on the list of those meant for insourcing. The Council resolved on 4000. You are implementing a small fraction while continuing to outsource, which costs more money and deepens service delivery failures.

d. Without human capital, this City will fail

A municipality without its workers will be outperformed by smaller municipalities. This damages our international reputation as the capital city.

e. We are here to help

We request an urgent meeting with your office. We are ready to assist the city to put the correct infrastructure in place to insource workers and restore dignity.

**Our people deserve decent work. We will not stop until justice is done.**

**For and on behalf of the City of Tshwane Municipality (CTMM):**

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

**Position:** \_\_\_\_\_

**Signed:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**For and on behalf of the Progressive Civics Congress (PCC):**

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

**Regional Chairperson: Progressive Civics Congress**

**Contact No: 071 984 3073**

**Email: [pcc.rc.tshwane@gmail.com](mailto:pcc.rc.tshwane@gmail.com)**

**Date:** \_\_\_\_\_

**Witnessed by Name:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

