

FOR PSA MEMBERS: INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

13-03-2020

What's happening at IPID?

Implementation: Section 23 of IPID Act, 2011

Investigators have been kept informed of the process to facilitate compliance with section 23 of the *IPID Act 1 of 2011*, following the Labour Court (LC) award of 7 August 2018 and the recent request for an extension of the due date for implementation, as determined by the LC, until March 2020. Labour has now been informed that the salary backpay will be concluded in March 2020 for salary level 7 and 8 Investigators and levels 10 to 12 will be paid in April 2020. Labour, however, also raised whether, going forward, this matter should be on the DBC agenda as the process is a legal one unfolding at another level. Furthermore, based on the fact that Investigators are allegedly now appointed under the *IPD Act*, their employment status raises the question whether they will continue to fall within the ambit of the General Public Service Sectoral Bargaining Council (GPSSBC) since the Council only deals with *Public Service Act* appointees. The Chamber Secretariat requested that the matter remains on the agenda while clarity is being sought via the Secretary of Council.

Performance Management and Development System (PMDS)

The employer confirmed that the last appeals have been presented to the Executive Director. Labour requested a close-out report on outcomes of the 2017/18- and 2018/19-assessment cycles relating to pay progression and incentive bonuses. The employer committed to present a report by 19 March.

Lease for City Forum Building and possible relocation

The employer previously confirmed that the Benstra Building in Arcadia was secured by Public Works for occupation by IPID. Employees were recently informed that the relocation will probably happen in June/July. The lease for the City Forum building is extended on a monthly basis until the relocation.

Occupational health and safety (OHS) compliance

The item was introduced to monitor compliance with the legislation. The employer provided labour with the approved policy and confirmed that the required committee is in place. However, some OHS challenges with the current building have since emerged. The Inspectorate from the Department of Labour was called in by the PSA and issued compliance notices for issues that must be addressed urgently within 60 days. The two most-burning issues relate to non-functioning lifts and air conditioners. Labour was informed that the employer had been engaging the Department of Public Works and the new owner to try and resolve issues, but this was not successful. The employer is now considering using its own budget for repairs and maintenance.

Policies

The employer previously indicated that it intends to table reviewed policies for consultation with labour. The first one will be the Recruitment and Selection policy. Once the policy is made available, members will be given an opportunity to present inputs after which the document will be workshopped, and inputs presented.

Members will be informed of developments.

GENERAL MANAGER