

## What's happening in 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*, following the Labour Court award, dated 7 August 2018, where IPID was ordered to implement the provisions of *section 23*, retrospectively from 1 April 2012 (See previous editions of the *Informus* – [www.psa.co.za](http://www.psa.co.za)). However, when IPID failed to comply, the PSA approached the Labour Court for a declaratory order. IPID was ordered on 20 August 2019 to comply with the Labour Court award within three months and to submit monthly progress updates to the Court. A report was presented to the Court on 18 October 2019 and dealt with the following aspects:

### Government Employees Pension Fund (GEPF)

The employer contribution for South African Police Service (SAPS) is 16% as opposed to 13% for public servants. IPID therefore owes the GEPF the retrospective difference between the two contribution rates for affected Investigators. Once National Treasury has approved the shifting of funds, the calculated debt will be transferred to the GEPF.

### Medical benefits

SAPS Detectives belong to Polmed, which is a closed scheme, while Investigators belong to Gems. Polmed is refusing to grant Investigators membership and negotiations to allow for this failed. The employer approached a service provider to review, compare and evaluate other medical schemes and provide recommendations on alternatives to Polmed. This process has not been concluded.

In addition, the employer has established an internal task team to consider the aligning of the Investigator salary structure/levels to that of SAPS Detectives. Labour is part of the task team and engagements are ongoing. It was agreed that an update will be presented in the next DBC. The employer indicated that its aim is to eventually incorporate all aspects into a collective agreement.

Members are also aware that during the first phase Investigators were migrated from public service salary notches to the closest notch of the equivalent bands/salary levels of SAPS Detectives. This resulted in affected employees not qualifying for pay progression for the 2017/18-assessment cycle. The Minister of Public Service and Administration (MPSA) was approached for a deviation but the MPSA indicated that it did not have the authority to grant a retrospective deviation. It was agreed that this matter will be dealt with as part of the section 23 process. The employer did not yet have a mandate on the way forward.

## **Relocation**

The employer previously confirmed that the Benstra Building in Arcadia was secured by Public Works (PW), but labour was now informed that negotiations between the new landlord and PW have not been concluded. Relocation will probably only happen in 2020 and the lease for the City Forum building was extended until further notice.

## **Occupational health and safety compliance**

The item was introduced to monitor compliance with relevant legislation. The employer provided labour with the approved policy and confirmed that the required committee is in place. A report on any unresolved matters was deferred pending the move to the new building. However, owing to the delay the employer will provide labour with a report pertaining to the current building.

Ivan Fredericks  
GENERAL MANAGER