

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 following the Labour Court award that ordered retrospective implementation from 1 April **2012**. (Previous editions of *Informus* available on the PSA website.)

The IPID opted to implement from 1 April **2018** and in two phases. Phase 1 entailed migrating employees from Public Service salary notches to the closest notch of the equivalent South African Police Service (SAPS) bands/salary levels. Phase 2 entails aligning conditions of employment such as medical-aid and pension-fund contributions. The employer confirmed it is still under consideration by affected parties such as Polmed and the Government Employees Pension Fund.

However, the employer now tabled a letter from the Minister of Public Service and Administration (MPSA) responding to a letter by the Minister of Police, requesting a deviation of Regulation 44 of the Public Service Regulations (PSR), to allow for the awarding of higher notches to Investigators. The MPSA indicated that the clause is not applicable and that it did not have the authority to grant a retrospective deviation either. It cautioned the employer against *ad-hoc* implementation of the Court Order and advised the IPID to approach the Court with a road map and implementation plan on how it intends to regularise the implementation of section 23. The employer did not yet have a mandate to respond to the MPSA's letter or dealing with possible consequences such as irregular expenditure. It was agreed that the matter will be deferred to a special DBC once a mandate is available.

Performance Management and Development System (PMDS) 2017/18

Pay progression for Investigators could not be implemented in 2018 because of the higher notches that were awarded as part of phase 1, discussed above. The response from the MPSA directly applies to this issue. Further engagement was therefore deferred to the special DBC.

Lease: City Forum Building and possible relocation

The employer confirmed that the Benstra Building in Arcadia has been secured by Public Works for occupation by the IPID. The date for the relocation is not decided yet. 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. The item will be retained to monitor compliance in the new building.

Vote weights 2019

Council confirmed that the PSA remains the majority Union, representing **71.82%** of IPID employees on levels 1 to 12. Members are thanked for their continued support.

Ivan Fredericks
GENERAL MANAGER