

FOR PSA MEMBERS: INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

21-08-2019

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 award dated 7 August 2018. The Labour Court ordered the employer to implement the provisions of section 23, pertaining to the conditions of service, including salary allowance payable to all Investigators up to level 14, to be on par with members appointed as Detectives in terms of the *South African Police Act*, **retrospectively** from 1 April **2012**.

Regardless of the Labour Court award, the IPID only started implementation from 1 April **2018**. Since the IPID failed and/or refused to implement the terms of the Court order with **retrospective** effect, the PSA instructed its attorney to demand compliance. The employer failed to respond to the letter/demand, and the PSA subsequently approached the Labour Court for a declaratory order directing and compelling the employer to implement and comply with the Court order of 7 August 2018 and the provisions of section 23 of the *IPID Act*.

The matter was heard in the Labour Court on **20 August 2019** and the following order/award was issued to IPID (First Respondent):

1. That the First Respondent be and is hereby compelled to comply with Court Order dated 7 August 2018 within three months of this order.
2. That the First Respondent files on 20th of each month, a monthly update on the progress made to comply with the Court Order dated 7 August 2018.
3. The First Respondent's explanatory affidavit is condoned.
4. That the First Respondents pays costs of this application.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER