

What's happening at IPID?

Job evaluation (JE) process

JEs were done in 2011 prior to the establishment of IPID in 2012 to inform the structure for the organisation. Members challenged the outcomes and another JE process was conducted on existing posts/jobs on levels 9 and 11 and consulted with the Department of Public Service and Administration (DPSA). In June 2017, the DPSA confirmed the outcomes and, in general, levels remained unchanged. The employer approached DPSA in August 2017 regarding the verification process. The DPSA provided clarification in January 2018. All relevant information was shared with labour and employees. Labour proposed that the item be removed as it was introduced by the employer in 2017 to keep labour updated and informed and this was complied with. The employer indicated that it will be issuing another circular in due course to again communicate the JE outcomes to employees.

Implementation: Section 23 of IPID Act, 2011

Investigators are familiar with the provisions of clause 23 of the *IPID Act* that states that: ***“The conditions of service, including the salary and allowances payable to an investigator appointed under this Act, must be on par with members appointed as detectives in terms of the South African Police Service Act.”***

Since the employer failed to comply, Investigators instituted legal proceedings. The Labour Court ordered implementation with effect from 1 April 2012. IPID opted to implement from 1 April 2018 in two phases. Phase 1 entailed migrating employees from their *Public Service Act* notches to the closest notch of the South African Police Service (SAPS) bands. Phase 2 deals with conditions of employment such as medical aid and pension contributions. The employer confirmed that these issues have not been finalised/resolved. Engagement with relevant stakeholders continues. As the employer failed to implement **retrospectively**, the PSA has instructed its attorney to demand compliance, failing which a declaratory order will be instituted that may include a contempt of court.

Performance Management and Development System (PMDS) 2017/18

Assessments for the 2017/18-cycle were finalised and deserving employees received what was due to them. Pay progression for Investigators could, however, not be implemented because of the notch adjustments received as part of the section-23 process. The DPSA will be approached to assist with a possible deviation from the regulations.

Lease for City Forum Building and possible relocation

Members are aware that the building was sold. A tender for a new building closed on 19 March 2019. An evaluation of applications was done on 30 April 2019. The bid evaluation committee of Public Works raised certain issues that will be discussed on 27 May 2019.

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