

## Feedback from DBC meeting

### Implementation of the Settlement Agreement on Recognition of Experience of the OSD for Correctional Services Officials

During the previous meeting, the employer reported 6 306 retired members qualified to receive their OSD payments. To date, 3 567 members were paid. 2 739 members payment is still outstanding. From the 2 739 members, 733 members' documents are in order and is in process to be sent to the internal audit division to finalise the audit and process the payments. 2 006 members' documents were found to be incomplete and the employer is busy gathering all the relevant information. A further 1 360 members were only paid 23% in terms of the settlement agreement and the employer indicated that they must still process a further 7% for these members.

During the last meeting, the employer committed to provide a written report by close of business on 22 December 2020. Members should also note that the PSA started with a Section 142A application to have the settlement agreement made an award where after the PSA will start with processes to enforce the award. This application can be stopped at any time should members be paid in the coming weeks.

### Shift System

Members are aware that the employer finally tabled a proposed shift system for consultation. Labour rejected the proposed shift system and provided alternative options. The employer indicated that they need to obtain a mandate from their principles to consult on other options for a shift system. A special DBC is scheduled for 23 December 2020 to further consult on the shift system.

### Promotion Policy

Parties deliberated on amending the current OSD agreement to implement a promotion policy. Parties agreed to create a task team that will investigate the different options and provide guidance. It is envisaged that this task team should conclude with their work by 10 February 2020. The current proposals are that the qualifying years to progress to the following grade be reduced.

### Review of the Disciplinary and Grievance Code and Procedure

Members are also aware that the employer tabled the Disciplinary Code and Grievance procedure documents to be reviewed. Labour agreed to submit their written inputs by close of business on 23 December 2020.

### **Travel and subsistence policy**

Members informed the PSA that in certain areas members are forced to submit meal receipts with their claims or the claims will be rejected. According to the employer's policies, one can claim a maximum amount without having to provide receipts. This is to make provision for areas where members need to purchase food from vendors that do not necessarily print receipts or for members to purchase food for each other whilst others are still working. The employer agreed that this practice remain in place and no member's claim should be rejected if they do not submit a receipt. Members who experience this problem must please report it to their respective PSA provincial office for further assistance.

### **Shortage of staff**

Members are aware that for some time the department had a shortage of staff. This shortage of staff has a negative impact on the official offender ratio. The employer indicated that they want to consult on the possibility to migrate Non-Centre Based (NCB) officials to Centre Based (CB) Officials. This consultation will start early in January 2020 and will start with salary levels 5-7. Members should take note that the migration from NCB to CB will remain voluntary and if migrated, members will receive the same salary benefits as other CB officials.

Members will be kept informed of further developments.

**The PSA wants to take this opportunity to wish all employees who are unwell due to the virus a safe and speedy recovery.**

GENERAL MANAGER