

FOR PSA MEMBERS: INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

01-06-2020

Occupational Health and Safety (OHS) and COVID-19 Compliance

The item was introduced last year to monitor compliance with the relevant legislation. However, the item was since impacted on by the COVID-19 pandemic and the focus had to shift to prioritising compliance with regulations issued in terms of the *National Disaster Management Act* and related prescripts issued by various departments. The employer confirmed that a Steering Committee was established to deal with all compliance related aspects and that labour is represented. The employer also confirmed that offices were cleaned and the required Personal Protective Equipment (PPE's) and screening equipment were in place, in anticipation of the increased number of employees expected to return to the workplace in terms of level 3. Members are welcome to bring any non-compliance issues to the attention of the PSA.

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 1/2011*, following the Labour Court (LC) award dated 7 August 2018. The employer confirmed that section 23 was implemented. Salary backpay was finalised in March and April, respectively. The employer also informed labour that the additional employer contribution to the Government Employees Pension Fund (GEPF), to ensure that the benefits due to Investigators when exiting the Fund is aligned to that of Detectives, is in the process of being finalised. The other key issue that is still not finalised is the medical aid. Engagements with the Government Employees Medical Scheme (GEMS) as a possible alternative to POLMED is still in progress. Since the employer is no longer pursuing the issue of a collective agreement on the matter under the auspices of the DBC, parties agreed that the matter only remains on the agenda for updating.

Performance Management and Development System (PMDS)

Parties consulted on the possibility to reduce the current staff per shift by 50%. The employer requested time to consult provinces. A full report will be circulated to labour on 25 May 2020.

Payment of circumstantial allowance.

Labour requested a close-out report on the outcomes of the 2017/2018 and 2018/2019 assessment cycles relating to pay progression and incentive bonuses. The employer committed to present a report by 19 March but has indicated that the report is still not finalised.

Lease for City Forum Building and possible relocation

The employer previously confirmed that the Benstra Building in Arcadia was secured for occupation by IPID head office. Owing to the COVID-19 pandemic construction work to prepare the building for occupation was put on hold. It is anticipated that work will restart soon, owing to the move to level-3. Head office will therefore remain at the City Forum building until further notice.

Policies

The employer has tabled the following reviewed policies (*see attached*) for consultation with labour. Recruitment and Selection/Recognition of improved qualifications/Internal Transfer/Performance Management and Development. Members are invited to submit inputs on the document to be presented to the employer on their behalf to Jenny van der Merwe at jenny.vdmerwe@psa.co.za by **no later than 15 June 2020**.

GENERAL MANAGER