

FOR PSA MEMBERS: INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

16-11-2020

Disbandment of National Specialised Investigation Team (NSIT) in IPID

The PSA received information from concerned and affected members that IPID is in the process of disbanding the National Specialised Investigation Team (NSIT) with effect from 1 December 2020 and that these employees must report to various provinces on 1 December 2020. A meeting was held between the PSA and IPID regarding this matter on 12 November 2020.

The PSA enquired about the veracity or authenticity of the information received and raised concerns about the negative impact that such a move will have on affected employees. The PSA also enquired from the employer on the actual reason for the disbandment of the NSIT. The employer disputed that it was disbanding the NSIT but indicated that the employer took a decision to capacitate provinces where the actual workload was on the increase. In view thereof employees who are part of the team were required back at the provinces. In addition, the employer indicated that NSIT unit does not add value to IPID whilst there is a backlog of cases in provinces. In this respect, the PSA requested the employer to furnish the efficiency rate of the NSIT. The employer further indicated that affected employees were individually consulted and given a choice of which province they would prefer to relocate to.

The PSA asserted that the process undertaken by the employer requires meaningful consultation with labour irrespective of the terminology used, which did not take place in this instance. The PSA requested the employer to hold the process of disbanding the NSIT unit in abeyance until labour has been meaningfully consulted in the DBC. After a lengthy discussion, the employer reluctantly agreed to keep the process in abeyance until consultation has taken place. The following resolutions were taken:

- The employer will keep the entire process on hold
- The PSA will consult its members and revert to the employer on a mandate after five days
- The PSA and IPID will have further discussions on how to proceed after PSA has communicated its mandate to IPID

Affected members of IPID are therefore requested to make written submissions on how the disbandment of NSIT unit will either disadvantage or favour them. Such submissions should be sent via e-mail to: kagisho.kagisho@psa.co.za or simon.sono@ipid.co.za by **18 November 2020**. Members will be updated on developments.

GENERAL MANAGER