

FOR PSA MEMBERS: INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

17-07-2020

Whats happening at IPID?

Annual General Meeting(AGM)

At the AGM, the vote weights of recognized unions are submitted for noting and a Chairperson and two Vice-Chairpersons elected.

The vote weights for 2020/2021 are as follows: PSA – 73.33%, POPCRU – 24.72% and NEHAWU 1.95%. The PSA remains the majority union in the Department and would like to thank members for their continued support.

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

Members were kept informed of the item that was introduced last year to monitor compliance with the relevant legislation and which has since been replaced by a standing item introduced by the General Public Service Sectoral Bargaining Council (GPSSBC) to monitor OHS and COVID-19 compliance in the workplace.

The employer again confirmed that a National Steering Committee was established to deal with all compliance related aspects and that labour is represented. The establishment of provincial committees is in process. The employer also confirmed that offices were cleaned and the required Personal Protective Equipment (PPE) and screening equipment were in place including additional ones for use by Investigators in their vehicles. A decision was taken that a staggered approach on the return to work will be followed with no more than 50% of employees in the workplace at any point to provide for social distancing. Managers were instructed to complete schedules accordingly. A risk assessment has been completed and the Steering Committee developed guidelines and health protocols and a response plan. These are awaiting sign-off by the acting Executive Director. Labour has also been provided with the names of the OHS Committee members and representatives.

Members are welcome to bring any non-compliance issues to the attention of the PSA.

Implementation: Section 23 of IPID Act, 2011

The employer indicated that the status quo on this matter remains. Unfortunately, due to the pandemic and other logistical challenges the task team has not been meeting to deal with the remaining outstanding issues.

Performance Management and Development System (PMDS)

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 has since presented a

report for the last three cycles confirming that the processes were completed, and payments effected. The item was removed.

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. Due to the COVID-19 pandemic construction work to prepare the building for occupation was put on hold. There has since been further challenges and it is anticipated that the building will probably not be ready for occupation this year. Head office will therefore remain at City Forum building until further notice.

Policies

The employer has tabled the following reviewed policies for consultation with labour.

Recruitment and Selection/Recognition of improved qualifications/Internal Transfer/Performance Management and Development.

The policies were circulated to members to submit inputs but none were received. It is therefore assumed that members are comfortable with the contents of the documents.

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