

FOR PSA MEMBERS: PUBLIC PROTECTOR SOUTH AFRICA (PPSA)

19-02-2020

Feedback: Bargaining Forum meeting

Lack of security: Provincial offices

The PSA tabled this matter in the bargaining forum in terms of which all provincial offices should be provided with Security Officers by the employer. It is the duty of the employer to ensure that employees operate in a safe environment. The employer stated that it will implement interim measures by providing employees with panic buttons. It acceded to the PSA's demand that this should be done on an urgent basis. The employer also reported that the tender for panic alarms and panic buttons, which will in conjunction with the South African Police Service, will close on 14 February 2020. The employer will provide a progress report at the next meeting.

Increase: Parking fees

The employer reported that parking fees will increase from R30 to R50. The PSA demanded that the increment should be implemented in the next financial year to which the employer agreed.

Job evaluation

The employer conducted a job evaluation exercise on all positions in 2019. The outcome resulted in most positions at the Public Protector's Office being downgraded. The employer conducted this process without the PSA being party to it. The Job Evaluation Policy provides that labour must be party to the process. The PSA demanded that the employer suspends implementation of the job evaluation process until it complies with the policy. The employer refused to suspend the process and the PSA was left with no option but to lodge a dispute with the CCMA.

Organisational structure

The employer tabled the *attached* draft structure for consultation. Members are requested to provide inputs **by no later than 20 February 2020** to motjatji.maila@psa.co.za.

Members will be informed of developments.

GENERAL MANAGER