

Feedback: DBC meeting

Implementation: Settlement Agreement on recognition of experience - OSD for Correctional Services Officials

The employer reported that it is busy drafting a written report that will highlight the amount of remaining ex-officials who needs to be paid their money in terms of the settlement agreement. The report will be shared with labour on 5 March 2021.

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 it is finalising its mandate with its principals. The new proposed shift pattern will be further discussed with labour once the employer's mandate is concluded.

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. To date, the task team could not meet and the employer indicated that it will engage all parties to ensure that the task team can meet soon and conclude on the investigation.

Review: Disciplinary and Grievance Code and Procedure

Members are aware that the employer tabled the Disciplinary Code and Grievance procedure documents to be reviewed. The PSA submitted written inputs and the employer will respond to the PSA in due course.

Travel and subsistence policy

Members informed the PSA that in certain areas they are forced to submit meal receipts with their claims or claims will be rejected. According to the employer's policy, 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 on behalf of another who is at work. The employer agreed that this practice remains in place and no member's claim should be rejected if a receipt is not submitted. Members who experience this problem must report this to their PSA Provincial Office for assistance. The employer will also provide the PSA with a circular on 5 March 2021 that can be used by members to clarify this matter, should they have problems claiming without a receipt.

Correctional Centres

The PSA placed the item for discussion at the last meeting, which relates to Correctional Centers. Currently the employer has been requested to provide the following statistics:

- Approved bed space per Correctional Centre
- Number of offenders per Correctional Centre (lock-up number)
- Approved official structure per Correctional Centre
- Vacancies at each Correctional Centre

The employer indicated that it will discuss the request with its principals and will provide feedback on or before the next DBC that is scheduled for 19 May 2021.

Employment equity calculations

The PSA requested the employer to provide a report on how it calculates its employment equity targets/goals. The PSA believes that the employer is making use of a Persal report that is reporting on employees' salary level and not the occupational level. If this is the case, equity targets are calculated on wrong information. The PSA will be in a better position to determine if the employment equity targets must be corrected once the employer clarified how it determines the equity targets.

Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER