

## Feedback: Departmental Bargaining Chamber

Members have been kept informed in previous editions of the *Informus* (copies can be obtained from the PSA's website on [www.psa.co.za](http://www.psa.co.za) or from any PSA Provincial Office).

### OHS Compliance and COVID-19 Regulations

Members will recall that this item was tabled by the PSA and that the country has now moved to lockdown level 3. The employer reported that it has implemented the level 3 lockdown regulations in terms of the DPSA directive and that a circular was issued to inform and guide employees. The employer reported that it had the following COVID-19 cases: Infections - 1 434, recoveries – 837, deaths – 26 and active – 571. The PSA noted the statistics and is concerned about the number of employees who have been infected and passed on. The Department was implored to ensure that it complies with Regulations to ensure a safe working environment. **The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.**

### Salary structure: NPA Investigators

Members will recall that this item was tabled by the PSA in the previous meeting where a bilateral was requested on the matter. This bi-lateral would include some of the affected members. The meeting took place on 10 November 2020, where members had an opportunity to obtain clarity from the employer on some of their concerns. Members will recall that the Investigations Directorate was abolished and some members were transferred to SAPS whilst some decided to remain in the NPA. As a result of the abolishment, they did not have a salary structure. Members were requested to submit their preferences to the employer after receiving the documents (available from PSA Provincial Offices). The preference might differ from member to member, depending on how the option impacts on them individually in terms of their positions. Members were also requested that should they find an alternative option from the above-mentioned salary structure presented, they were welcome to submit the alternative to the employer. It was noted that only a very few members indicated their preference. The PSA and the employer agreed on a follow-up meeting to verify on the most preferred option as the employer wants to have a single salary structure. The date of the meeting is not yet confirmed by parties.

### Review: Job titles and job functions

Members will recall that the PSA demanded that the employer should absorb employees who were performing administration functions higher than the appointed ones. The PSA demanded that the employer should expedite the process of absorbing employees to administration levels and pay them

accordingly. The employer reported that its principals are still considering the demand because it involves funding, and will provide a progress report in the next meeting. The PSA would like to request all members who are victims of performing administration functions to send their names to Velucia Maluleke at [velucia.maluleke@psa.co.za](mailto:velucia.maluleke@psa.co.za) not later than **12 March 2021**.

### **Maintenance Officers**

This item was tabled by the PSA wherein it was demanding a transfer of Maintenance Officers from the Department of Justice and Constitutional Development to the NPA. The PSA received information from members that they were reporting to the wrong employer in terms of the *Maintenance Officers Act* and owing to the nature of their work. The PSA demanded the transfer of the members to the correct employer, which is the NPA. The employer stated that on principle it agrees with the PSA and was awaiting the approval from its principals.

Members will be informed of developments.

GENERAL MANAGER