

Feedback: Departmental Bargaining Chamber (DBC)

A DBC was held on 8 April 2021 where the following matters were discussed:

Section 23 benefits

The employer reported that it had paid the outstanding 50% of money owed to members as it only paid 50% in 2020 owing to financial constraints. The employer further reported that this is an ongoing exercise where the employer is dealing with outstanding benefits, i.e. clothing allowance. The PSA noted the report by the employer. Members will remember that the PSA instituted contempt proceedings against the Executive Director of IPID and the matter is scheduled for 7 May 2021 at the Labour Court.

Status of lease for City Forum Building and possible relocation

The employer indicated that relocation to the new building can happen at any time as the IT equipment has already been disconnected and other work equipment of employees been packed. The PSA proposed that the employer organises change management workshops for employees. The PSA is delighted about the relocation because the current building was not OHS-compliant and thus placing the lives of employees at risk.

Review of Policies (Recruitment & Selection Policy; PMDS Policy and Internal Transfer Policy)

The employer indicated that it has given labour time to consult on policies and that the policies were due for approval. The PSA requested more time to submit further inputs because some members working remotely did not have access to their e-mails. The PSA was granted until 29 April 2021 to make inputs.

OHS compliance and COVID-19 regulations

The employer reported that there have been no positive cases reported or fatalities since the last report. It further reported that it is currently ensuring that the new building complies with COVID-19 protocols. The PSA noted the report but requested to be furnished with a written report in future and a copy of the risk adjusted plan. The PSA voiced displeasure that some employees have not yet been provided with tools of trade for working remotely, i.e. 4G. The employer committed to providing a copy of the risk-adjusted plan and a report on tools of trade for employees working remotely by 16 April 2021.

Filling of vacant and funded posts

The PSA raised concerns about the implementation of 'ED circular No 02 of 2021' because it will prejudice most employees and it seems to suggest that there is some sort of re-alignment or re-organisation taking place without the involvement of labour. The PSA requested the employer to withdraw the circular. The employer noted the concerns by the PSA and committed to respond in writing to all the concerns by 29 April 2021 where if need be, a special DBC will be requested to deal with this matter.

Policy on Medical-Aid Subsidy i.r.o. section 23 of IPID Act

The employer presented a draft policy on medical-aid subsidy proposed for investigators to be on par with Detectives working for SAPS. According to employer, it is a requirement by GEMS to have a policy in place first before such the subsidy can be effected. The PSA noted the presentation and requested time until 16 April 2021 to go through the draft policy and revert to employer on how to proceed with the matter.

Performance Assessments: 2019/20

The PSA raised concerns that the employer has failed to comply with the DPSA directive that all performance assessments for 2019/20 should have been finalised by 31 March 2021. This agenda item was only placed on the agenda on the day of the meeting because most complaints were only received by PSA in April (after deadline of 31 March 2021). The employer therefore requested time to respond in writing to the concerns raised and also to issue a communique to employees by latest 29 April 2021.

GENERAL MANAGER