

FOR PSA MEMBERS: PUBLIC PROTECTOR SOUTH AFRICA (PPSA)

26-11-2021

## Feedback: Job evaluation meeting

As reported in the previous edition of the *Informus*, the employer conducted a Job Evaluation for all positions in 2019. The outcome of the Job Evaluation downgraded most positions in the Public Protector's Office.

The employer conducted this process without the PSA being party to it. The Job Evaluation Policy provides that Labour must be party to the JE process. The employer refused to comply with the policy. The PSA lodged a dispute with the CCMA and the matter was conciliated on 9 November 2021. The Commissioner advised parties to discuss the matter not later than **26 November 2021**. The Commissioner further advised that should parties not reach a solution, individuals affected negatively by the outcome of the Job Evaluation must lodge grievances. The meeting took place on 24 November 2021.

**Parties have resolved that individual employees who are negatively affected by the outcome should lodge appeals.**

Members will be kept informed of developments in the above matter.

GENERAL MANAGER