

FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

04-03-2022

Feedback: Departmental Bargaining Chamber Meeting

A meeting was held on 2 March 2022 where the following issues were discussed:

Travel and subsistence policy

Members will remember that the employer introduced a new requirement that all meal claims must be supported by a receipt as directed by National Treasury. Subsequently, the PSA engaged the employer, requesting a deviation, noting the special circumstances that the DCS works under. This was declined by the employer. The PSA is considering alternative options but currently members will have to submit receipts should they wish to claim for meals.

Re-employment of ex-officials

Members will recall that the PSA placed this agenda item. Reports show that there is inconsistent re-appointment criteria across provinces. This resulted in non-consideration of years of service and experience, resulting in lower salary levels for certain employees. Subsequently, the PSA demanded the correction of salary for affected employees without success. A dispute was declared, requesting the General Secretary of the GPSSBC to facilitate a dispute meeting. The employer failed to attend two facilitation meetings, resulting in the cancellation of the process. The PSA is exploring possible avenues to deal with this matter. Members who believe they were negatively affected by this inconsistency must submit the following information to PSA Provincial Offices by **25 March 2022**: Name and Surname, Personal number, PSA Membership Number, date of re-employment, advertisement for post that they applied for, and appointment letter.

Exceeding 30%-overtime threshold

Members are advised that current policy frameworks direct that employees must not be paid overtime exceeding the 30% threshold. The Employer was requested to obtain deviation of the Directive from DPSA, noting the unique working circumstances in correctional centres. The employer indicated that such option would not be considered and members should take note that overtime exceeding the 30% threshold will not be paid. Members are advised that they cannot be forced to work overtime, particularly after exceeding the threshold. Members experiencing problems where required to work beyond the 30% threshold must report to their respective PSA Provincial Offices.

Shift pattern

The employer reported that it has obtained a mandate to continue with further discussions on a new shift

pattern. Parties agreed that consultation on the new, proposed shift pattern will take place in a special DBC for which the date will be confirmed by parties.

3%-pay progression for 2021

Members will recall that some employees were paid 1.5% pay progression during 'salary-increase' implementation in 2020/21 despite qualifying for a 3%-pay progression, which created a debt on the side of the employer. The PSA engaged the employer that agreed that there was an oversight and the DPSSA was alerted of the error. The matter is receiving attention. The employer can only address the problem once the Persal system is corrected which then releases the payments. Parties agreed that the item will remain on the agenda to monitor the implementation of the remaining 1.5%.

Members will be informed of developments.

GENERAL MANAGER