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FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES**

19-08-2022

Feedback: Departmental Bargaining Chamber - 17 August 2022

DCS structure

The employer tabled a draft structure for consultation. Members can obtain a copy of the proposed structure from the respective Provincial Offices. Parties agreed to provide the PSA with enough time to consult members on the draft structure. Parties will then meet again to discuss the inputs that the PSA would like to make before the structure will be presented to the DPSA for concurrence.

Shift pattern

The employer is not yet ready to table the matter as it is still consolidating inputs from the internal consultation process. The matter will thus be removed from the agenda to allow the employer to conclude the process. Members are, however, advised that shift patterns cannot be changed at management area and where that indeed takes place, members must immediately alert their PSA shop stewards or Provincial Offices.

3%-pay progression for 2021

The employer reported that the DPSA was consulted to assist in creating Persal codes to allow for creation and payments of 3%-pay progression for employees who qualified during the 2020/21-financial year as they should have been paid when the salary increase was implemented in 2021. The employer reported that National Treasury and the DPSA are currently implementing system changes, which will take a few weeks, and members are urged to exercise patience.

Policies

The employer tabled the Draft Performance Management and Career Management policies respectively where parties agreed to defer these to a multilateral meeting. Copies can be obtained from the FTSS or PSA Provincial Offices. Inputs should be submitted **before 9 September 2022**.

GPSSBC Resolution 1/2021: Meal intervals

Members are aware that a collective agreement was concluded, providing for payment of employees who perform work during meal intervals. Subsequently, training ensued where seven provinces have been trained thus far and the remaining provinces will be prioritised. Issues raised during training sessions that hinder full implementation of the agreement will receive attention. National Treasury's process of creating Persal codes is underway. The PSA cautioned the employer about inconsistent applications of the

agreement across provinces and requested the employer to issue one directive to all provinces. The employer will investigate the matter and report in the next meeting.

Draft agreement: Biennial pay progression

The said collective agreement was tabled by the employer, however, parties agreed that the matter should be deferred to the GPSSBC for negotiation. Members are currently receiving 3% pay progression biennially in terms of GPSSBC Resolution 2/2009. The employer will therefore table the matter at the GPSSBC.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER