

## Feedback: Departmental Task Team (DTT) Meeting - 22 July 2022

### **Benchmarking: Security officials' working conditions**

Members are aware that benchmarking was conducted against some national and provincial departments in April 2022 to determine the level of remuneration for Security officers, which revealed that Security officers are paid at salary levels 3, 4, 5, and 6 respectively. The DPSA advisory note recommended that the Department should remunerate Security officials at salary level 3.

Labour raised concerns that a job evaluation was conducted more than five years ago and demanded a fresh job evaluation with the involvement of labour. The idea is to submit a motivation to the DPSA to allow the Department to consider paying Security officers in line with other national departments. Another concern was raised about an allegation that private security officers have taken over most functions usually performed by departmental Security officials, leaving them redundant and not eligible to work overtime. Lastly, labour complained about the employer's failure to pay overtime money to Security officials.

The employer reported during the meeting that it did not downgrade any Security officer, despite the recommendation by the DPSA, but labour was unhappy about the differing salary levels. Labour is still unhappy as this inconsistency violates a principle of equal pay for work of equal value. It was resolved that:

- New benchmarking will be conducted, and outcome will be sent to the DPSA with the motivation to address prevailing inconsistency.
- Benchmarking task team must be conducted within six weeks.
- A work study will be conducted to determine the need for private security services in the Department although the Department has recently entered three-year contract.
- Labour must provide rosters for Security officials to support the allegation of unpaid overtime by 25 July 2022 where the employer will respond not later than 2 August 2022.

### **Letters of unpaid leave**

Members are aware that employer intended to recoup money from employees who went on leave without sufficient days, and they were served with letters as well. Subsequently, labour requested an opportunity to consult with affected members. Affected officials indicated their willingness to pay although requested

to be allowed to make arrangements to mitigate the impact of a huge deduction within one month. The employer agreed with the request and the individual officials will thus make arrangements in terms of affordability.

### **OHS walkabout in preparation of 100% return to work**

It was previously agreed that there must be a walk about to conduct risk assessment to ascertain the infrastructure readiness to receive 100% employees. Unfortunately, the walk about could not take place owing to unavailability of role players. It was, however, resolved that the rotation of employees must continue until the walk about is conducted. Further, labour requested the employer to issue a circular to this effect as there was a circular that indicated all employees must return to the office on 1 August 2022.

Members will be updated on developments.

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

GENERAL MANAGER