

## Feedback: Bargaining Forum meeting – 6 December 2022

### State Attorney's office buildings

Members will recall that the PSA demanded that the employer should address the occupational health and safety of State Attorney's buildings and parking for officials. The employer reported that the matter was addressed. The PSA demanded that the task team should do an inspection of all State Attorney's offices. The employer acceded to the PSA's demand and dates will be confirmed in 2023.

### Review: Job titles/job functions versus salary levels

The PSA previously demanded the permanent absorption of all employees performing high-level jobs as well as security officers and telecon operators who are performing administrative work. The employer requested time to fully investigate, as there may be other categories that are also affected, to ensure a holistic approach. Whilst the employer undertook to report in the next Chamber meeting, the PSA is also calling upon affected members to send their names and contact details to [velucia.maluleke@psa.co.za](mailto:velucia.maluleke@psa.co.za) by **31 January 2023** to enable comparison.

### Capped leave

Members will recall that the employer previously issued a circular, forcing employees to take their capped leave. The PSA demanded the withdrawal of the circular as it was in contravention of Resolution 7/2000 clause 7.3(a), which provides that the employer shall pay the accrued leave upon, death, retirement, or medical boarding. Clause 7.3(d) provides that the employer shall allow employees who want to utilise their accrued leave. The employer stated that the circular was only encouraging employees to take leave and not forcing them. The PSA asked the employer what would happen to employees who do not take their capped leave. The employer stated that there will be no repercussions for employees who do not utilise their capped leave. The PSA welcomed the employer's response and regards the response as a clarification of the circular.

### Maintenance Officers: Career path

This item was tabled by the PSA in the previous bargaining Chamber meeting. Maintenance Officers were frustrated by the reporting lines and lack of career path. The employer acceded to the PSA's demand that it should create a position of Chief Maintenance Officer. The employer stated that it completed its research in all regions and concluded a drafted discussion document to the DPSA to assist. It is, however, still busy with the norms and standards for the position. Members will understand that this process may take a while but the PSA is ensuring that it is expedited with the speed it deserves. The PSA

requested the employer to provide the last correspondence between it and the DPSA. The employer will provide an update in the next Bargaining Chamber meeting.

### **Macro structure**

The employer tabled this item and stated that there was a need for a re-alignment of the Department. A full presentation will be conducted in February 2023. Members are requested to send their inputs to [velucia.maluleke@psa.co.za](mailto:velucia.maluleke@psa.co.za) by **31 January 2023**.

Members will be informed of 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