

FOR PSA MEMBERS: **INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

08-04-2022

## Feedback: Departmental Bargaining Chamber (DBC)

A DBC meeting was held on 6 April 2022, where the following matters were discussed:

### Section-23 benefits

The employer was unwilling to report on the matter as this case is being dealt with by the Labour Court. The PSA raised disappointment as the employer has always provided an update report on progress made by the Section-23 Committee, despite this matter being in court. After deliberations, the employer reluctantly agreed to provide a comprehensive report to labour by the end of May 2022.

### Review: Recruitment and selection policy

The PSA indicated that it already submitted inputs to the employer last year. The employer acknowledged receipt of the PSA's inputs and indicated that it will arrange for a task team for further consultation. The PSA urged the employer to prioritise this policy owing to the many problems that are occurring at IPID regarding the recruitment processes.

### Change management

The employer apologised for not having conducted change management workshops for employees during relocation to the new building, as demanded by the PSA and agreed to by the employer. The employer further proposed to develop a change management policy to have a guiding document dealing with change management in future. The PSA welcomed the proposal to develop a change management policy and indicated that it will assist the employer in developing the policy.

### Filling of vacant and funded posts

The employer indicated that it is unable to fill certain positions owing to a budget cut by National Treasury and that is the reason why it had to re-prioritise the filling of certain positions and place a moratorium on others. The PSA acknowledged that most Departments had their budgets reduced but bemoaned the unilateral decision to place a moratorium on certain positions without consultation with labour. It was resolved that the PSA will make written submissions to the presentation by the employer by 13 April 2022 and parties will engage in a bilateral meeting thereafter.

### **Policy on Medical Aid Subsidy in respect of section 23 of IPID Act**

The employer indicated that this policy was consulted, adopted and is currently being implemented, although it has some difficulty regarding implementation. The PSA disputed that there was meaningful consultation and adopted as the employer chose to implement the policy unilaterally whilst the PSA was in the process of seeking a legal opinion whether or not to participate in consultations. Parties agreed that the employer will seek a mandate and provide feedback within seven days whether or not to bring the policy back for consultation as this matter is also being dealt with by the Labour Court.

### **Performance Assessments: 2019/20**

The employer reported that this matter is finalised and employees were paid their performance bonuses in October 2021. The PSA is delighted that this matter is finalised after the Union put tremendous pressure on the employer to ensure that hard-working employees received what was due to them.

### **OHS and COVID-19 Regulations**

The employer made a presentation on the following documents, which were requested by the PSA: Report or status on COVID-19; guidelines on the management of COVID-19; and return-to-work guidelines. The PSA rejected the documents presented by the employer as these were outdated and did not address current realities faced by employees regarding the pandemic. The PSA raised a concern about one lift that is not functional. The employer indicated that the lift was newly installed and is awaiting a certificate of compliance from the supplier before it can be operated. Parties agreed that the employer will update all the documents and will be provided to labour within seven days.

GENERAL MANAGER