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SERVICE EXCELLENCE

FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

02-10-2023

## Feedback: Bargaining Forum meeting – 28 September 2023

### Resolution of salary disparity

The employer reported that a meeting was held with labour on 25 May 2023 to discuss the salary disparity issue. It was also confirmed that the Organisational Design Steering Committee is working on this matter and will provide a progress report in the next meeting. The PSA took note of this report.

### Review: Hospitalisation, Funeral and Bereavement Policy

The employer stated that it is currently reviewing the Hospitalisation, Funeral, and Bereavement Policy. It plans to present the revised policy to labour in October 2023, to receive feedback and suggestions. The PSA welcomed this report.

### Power backup system

The employer reported that most of its employees received power backup systems. However, the PSA requested a detailed report from the employer, stating how many employees were provided with these systems and how many are still pending. In response, the employer confirmed that it has procured 500 power backup systems, of which 375 were issued whilst 125 are yet to be collected. The PSA noted the report.

### Bursary for one dependent per employee

The employer reported that the issue was raised with its principals, but unfortunately, management did not provide support. The situation was worsened by the circular from National Treasury, which instructed departments and entities to implement cost-cutting measures.

### Equal distribution of organisational cash performance bonus

The employer reported that the policy for CIPC does not provide for equal distribution of cash performance bonuses, which was noted by the PSA.

### Laptop and data allowance

During the meeting, the employer informed labour that it regularly procures laptops and purchases these on demand.

A comprehensive report on the number of laptops procured so far and those still being procured will be shared with labour in the next meeting. The PSA appreciated and welcomed the report.

### **Status: Draft on CIPCBF Constitution**

According to the employer, the draft CIPCBF Constitution was reviewed by various CIPC structures and is now with the Commissioner's office. The Commissioner will check the document to ensure that it complies with legal principles before sharing it with labour. The PSA acknowledged the employer's report.

### **Introduction of recognition agreement**

During the meeting, one of the labour parties introduced an agenda item regarding the conclusion of a recognition agreement. This agreement deals with the recognition of unions in the CIPC. The matter was scheduled for further discussion in the next meeting.

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.

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