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

12-04-2023

## Review: CIPC Collective Bargaining Forum Constitution

The employer tabled proposed amendments to the CIPC Collective Bargaining Forum Constitution for the consideration of labour. The purpose of the Constitution is to regulate how the Bargaining Forum functions and it serves as rules of engagements between the employer and labour at the Forum. The scope of the Forum and its Constitution apply to the CIPC as the employer and employees who are union members and non-union members. However, the scope excludes Executive and Senior Management as well as employees who are in posts of equivalent management status (*i.e.*, Peromnes Grade 3 - 6). Therefore, the proposed definition of the 'bargaining unit' is employees from Peromnes salary grade 7 to 12.

The question of who falls within the bargaining unit has been a contentious issue in the CIPC for the longest time owing to salary overlaps that were created in the past. The proposed amendment to redefine the bargaining unit to employees on Peromnes salary grade 7 to 12 seeks to address the concerns of perpetuating salary disparities and further addresses the incorrect use of the Public Service salary framework of levels 1 to 12 and start using the CIPC framework of Peromnes.

The proposed amendments further extend the duration of the independent chairperson's term from two years to five years renewable term. Furthermore, the clause that provides for the establishment of committees by the Forum is replaced by the provision for bilateral and multilateral meetings between parties.

Members are urged to read through the proposed reviewed Constitution and provide their inputs to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) on or before **21 April 2023**. Members will be kept updated.

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