

FOR PSA MEMBERS: **CIVILIAN SECRETARIAT FOR POLICE SERVICES (CSPS)**

21-02-2023

Feedback: Departmental Bargaining Chamber meeting – 20 February 2023

The following matters were discussed:

Security Officers: Amendments of working hours

Members will recall that the PSA tabled the item of relocation from the old building to a new building in pursuit of the safety of employees as the old building was not complying with the *OHSA*. Subsequently, the Department relocated from Van Erkom Building to Fedsure Building. The move, however, resulted in security challenges as the landlord did not provide continued security. The challenge led to the employer tabling the item to amend working hours of Security Officers. The proposal changes the conditions of employees as their current working hours are from 08:00 to 17:00. The employer wants to establish Security Officers as shift workers in terms of the determination in the Public Service. The reason for the change is that at the old building, the landlord provided security 24/7 for the employer. The PSA made inputs and received a mandate to accept the collective agreement. The agreement has since been on the agenda of the Bargaining Council (GPSSBC) for ratification. Members are requested to be patient with the process whilst pursuing the urgency of ratification by the Council.

Policies

The employer tabled the following policies (*attached*) for consultation with the Departmental Chamber:

PMDS Policy: The objective is to comply with the revised DPSA Determination and Directive on PMDS. The policy further lacked the review date and the appeal process. The proposed reviews are at section 5.3.2, 5.3.3, 5.3.4, 12.1.1, 12.1.2, 12.1.3, 12.1.4, 12.1.5 and 14.1.

Job Description Policy: This a new policy with the objective to regulate developments and amendments of job descriptions. It further seeks to ensure consistency and equity at all times in the Department.

Members are requested to provide inputs by not later than **24 February 2023** to Velucia Maluleke at velucia.maluleke@psa.co.za. Members will be informed of developments.

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

GENERAL MANAGER