

Feedback : Special Departmental Bargaining Chamber meeting – 13 March 2023

Recruitment manual

The employer could not table the manual as the employee assigned to present this was not available. It was resolved that the manual will be tabled at a multi-lateral to be arranged soonest. The manual will be shared with members for inputs once received from the employer.

SANDF officials

The PSA raised a concern with the employer that SANDF officials who were recently appointed do not have the required qualifications to work in a correctional centre. As much as the PSA welcomes the additional staff to assist in correctional centres, the PSA is concerned that such employees will be at risk and will place the lives of Correctional Officials at risk. The employer's initial response is that they are fully qualified to work in a correctional centre but requested that parties engage in a multilateral meeting to discuss the matter further. Parties agreed to this meeting. A report will be issued to the DBC on the outcome of discussions.

Group 2 of 2008

Members raised the matter of Group 2 of 2008 again with the PSA. During the last DBC meeting, the employer indicated that its hands are tied. It further reminded parties that the matter was also argued at the Labour Court and that the Court ruled in favour of the employer. The employer also indicated that it has made a submission in this regard but could not obtain approval from its principals to correct the salary levels. The matter was removed from the agenda as the employer indicated that it does not have a mandate to engage on the matter.

Ex-officials: Re-employment

Members were previously informed that the PSA declared a dispute at the GPSSBC. The matter could not be resolved through conciliation and was referred for arbitration. The GPSSBC provided the PSA with a set-down date of 2 May 2023 for arbitration. The PSA aims to correct the salary levels for all re-employed officials by having their years of experience counted, which will result in a higher salary notch being awarded.

Overtime payment dispute

The PSA, through the dispute, is attempting to ensure that members are paid for overtime worked. Members were previously informed that the Labour Court ruled against the PSA. After discussing the judgement with the PSA's legal representatives, it was decided that the PSA has sufficient grounds to appeal the judgement. An application for leave to appeal was submitted to the Labour Appeal Court (LAC). The LAC granted the PSA's petition. The appeal was scheduled to be heard on 14 February 2023 but the employer failed to attend to court proceedings. The Judges ordered that the matter be postponed and placed on an expedited court roll for 30 March 2023.

Members will be updated on 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