FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

17-07-2023

Update: What is happening in DCS?

Re-employment of Ex-officials' Arbitration

The PSA through the dispute is attempting to ensure that members that were re-employed since 2019 are paid at the correct salary level. Members that were re-employed were not placed on a salary notch that takes their previous work experience into account. The matter was referred to the GPSSBC for conciliation and parties could not resolve the dispute. The matter was referred for arbitration and the GPSSBC set down the arbitration for 2 May 2023, but the employer did not attend to the arbitration. The GPSSBC has provided a new set down date of 5 September 2023 for the matter to be heard before a Commissioner.

Shifts at Correctional Centers

Members were previously informed that the employer tabled a new shift system for consultation in the departmental bargaining chamber (DBC). The proposed shift system was tabled in the DBC, and labour submitted its inputs. At that stage, the employer needed to obtain a fresh mandate from their principals and withdrew the item from the agenda from the DBC until such time that the employer obtained a new mandate.

The PSA noted recently that certain management areas tried to implement a shift system without following the correct procedure. Members are advised to inform the PSA immediately should management try to amend any shift system without the matter being consulted at the DBC. The Labour Court granted an interdict against any manager below the National Commissioner to implement any changes to a shift system or any new proposed shift system.

Members should note that a new shift system can only be implemented after it is discussed at the DBC which will involve members providing their inputs on any proposed shift system from the employer.

Members will be updated on any further 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 a PSA Provincial Office.

GENERAL MANAGER