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

26-10-2023

Update: What is happening in DCS?

1.5% Notches

It was brought to the PSA's attention that in respect of Cost-of-Living Adjustment (COLA) notches in DCS, some of these notches lacked the 1.5% increment. The matter was brought to the attention of the employer. In response, the employer acted by engaging with the Department of Public Service and Administration (DPSA) and the National Treasury to rectify these notches. Members are urged to exercise patience as these corrective processes are currently in progress. It is important to note that rectifying a single notch in a specific salary level will have a cascading effect on other notches in that level, necessitating a comprehensive adjustment.

DCS Trainers

The employer informed labour that it intends embarking on a process to convert all DCS Trainers from non-center based (NCB) to center-based (CB) Trainers. This will mean that such Trainers will now be appointed under the *Correctional Services Act* and not the *Public Service Act* going forward. In total, 72 Trainers are affected by this project. The employer confirmed that the move from NCB to CB will be voluntary and no one will be forced to move. Should members decide to move from NCB to CB, all benefits related to OSD-salary scales and working arrangements will be implemented. The employer will undertake a consultation process and affected Trainers will receive letters, which will outline the processes to be followed.

SANDF Guards

Members will recall that the employer embarked on a process to appoint SANDF soldiers at DCS to assist with the shortage of staff. These members indicated that they are not fully utilised. They further indicated that the management only uses them at gates as they do not possess the required basic training certificate that is issued once a student completes college training. The PSA raised concern that these groups of employees are being discriminated against. They do not qualify for promotional posts as they do not have the required training certificate. The employer indicated that it would consider exempting them from the requirements to have the training certificate. This will mean that such employees can be fully utilised in correctional centers and can also apply for promotional posts without being discriminated against.

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 a PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER