

## Feedback: Department Bargaining Chamber – 17 July 2023

### The Standardisation of Security Officers

The employer reported a draft Job Profile developed and circulated to labour for input. The inputs were incorporated into the final draft job profile. The final draft Job Profile was signed by the Director: Security Services. Parties will receive a progress report regarding the implementation process. PSA noted the report and will monitor the implementation process. Members will be informed about any developments.

### IES Issues

The following areas of concern were raised by labour for engagement:

- Consultation on IES Restructuring (Task Team)
- Restructuring at IES without consultation (Contract Position)
- Consultation on IES-Employment Standard Directive 1/2021

The employer reported that they had concluded the consultation process with labour regarding the above-mentioned issues and wished to close the matter. The PSA expressed its displeasure about the position of the employer and reserved its right on the matter. The PSA will consult with members, so that an unfair labour practice dispute can be pursued, to challenge the decision of the employer.

### Request for Job Evaluation (JE) for IES Inspectors

The employer reported that the Job Evaluation for IES Inspectors was conducted in April 2021 and that the JE outcome was shared with labour. The employer further reported that they consulted with the DPSA with regards to the JE for IES Inspectors as per the request from labour. The DPSA indicated that it is currently developing a system that will be used to conduct Job Evaluation processes across departments and parties will be informed of any developments. The PSA noted the report.

### Salary Disparities: Equal Pay for Work of Equal Value for Client Service Officer SR6 and Mobile Truck Client Service Officer SR7

The employer reported that the Job Evaluation outcomes for Client Service Officer SR6 and Mobile Truck Client Service Officer SR7 were conducted in 2021. The post of Mobile Truck CSO was downgraded to salary level 6. It further indicated that those employees who are currently occupying the position of Mobile

Truck at SR7 would retain their salaries. Their remuneration package will not change. The position will now be advertised on SR6 going forward as per the job evaluation outcome.

### **Case Study to Determine Ration of Required Officials for Support Services**

The employer reported that a study on the departmental structure was conducted. They want to establish whether there would be a balance in filling core functions positions versus support functions. It reported that the exercise will make recommendations to the executive authority to determine the appropriate measures to shape the organisational structure. The study will be used as a business case to justify a need for any additional posts. The exercise is anticipated to be completed in October 2023. The PSA noted the report and will continue to monitor the implementation process. Members will be kept informed on any developments.

### **Non-payment of the 2019/2020 Performance Incentives**

It was previously reported that the PSA tabled the matter following complaints received from the Mpumalanga region about the non-payment of the 2019/2020 Performance Incentives. The employer reported that they intervened, and all deserving employees were paid accordingly. The PSA requested a report about the employees who were paid. The report will be circulated among the parties before the next DBC meeting.

### **Rolling out of UIF Structure to the Provinces and Labour Centers**

The employer reported that the inputs received from labour were incorporated into the proposed placement process. There will be no posts advertised until the placement process is finalised. The consultation about the placement of Client Service Officers was underway. Members will be informed regarding any developments.

### **Performance Agreement for Gauteng Inspectors**

The PSA tabled the matter following the complaints received from Inspectors in Gauteng. The employer wanted to implement measures that are contrary to the signed performance agreements for Inspectors. The affected employees signed the performance agreement dated 31 March 2023, which required them to conduct 15 inspections monthly. Later employer changed the target to 15 Inspections in the first two weeks of the month. According to the Standard Operating Procedures (SOP), Inspectors are expected to submit weekly plans, however, the employer wanted to change them to annual plans. The employer indicated that they have escalated the concerns raised by the PSA to the Director: IES in Gauteng. A bilateral meeting will be convened in due course to discuss the concerns raised. Members will be informed regarding any developments.

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 a PSA Provincial Offices.

GENERAL MANAGER