

Feedback: HSRC Consultative Forum Meeting – 6 October 2023

Protection Services feedback on Realignment and Compensation on expected loss of Overtime

It was previously reported to members that the employer indicated that the reconfiguration and redeployment process for the Protection Services employees in the Pretoria and Sweetwaters offices will be initiated this year. The HSRC Protection Services were employed as shift workers, expected to perform their duties on day shift, night shift, weekends as well as public holidays, and obviously were receiving statutory allowances attached to that. The employer had proposed that the Protection Services terms and conditions of employment be changed to dayshift, which would effectively remove the statutory allowances attached to shift workers.

The PSA commenced its consultation process with HSRC as early as March 2023 to ensure that the employees are not left worse off after the reconfiguration and redeployment. The employer reported that the Pretoria office currently has 12 Protection Services personnel of which 4 would be redeployed to other roles within the Council. The PSA advised the employer that the 4 redeployment posts must be advertised internally within the Protection Services to give them a fair chance. The employer agreed to PSA's proposal to advertise the 4 posts for redeployment. The employer also proposed that all Protection Services at Sweetwaters office be redeployed to cleaning services, which PSA vehemently rejected as it would amount to a demotion and advised the employer to identify other roles that would be more acceptable to members. The employer conceded to the proposal and advised that they would identify other roles for the 4 employees.

A meeting was convened in July 2023, where the employer offered a 7.34% increase to compensate for the loss of statutory overtime payment as shift workers, and after consultation with members, the PSA rejected the offer and demanded 11%. In the last meeting held on 3 October 2023, the employer tabled a final offer of 10.24% which the PSA has also been subjected to consultations through MS Teams with the affected members in the Pretoria and Sweetwaters offices, and all 16 members have accepted the offer with the condition that it is reduced to a signed agreement and that it is effective as from the 1 November 2023. The PSA signed the agreement as per the mandate and submitted it to the employer for concurrence and implementation.

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 Offices.

Reuben Maleka
GENERAL MANAGER