

FOR PSA MEMBERS: **INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

13-09-2023

Request for inputs on IPID organisational structure

Members were previously informed that parties (PSA and employer) signed a settlement agreement at arbitration for the employer to share a copy of the organisational structure with the PSA by 31 August 2023. The employer invited the PSA to two meetings (31 August and 12 September 2023) in an attempt to comply with the agreement. The PSA honoured both meetings. The employer made presentations regarding the structure in both meetings and finally shared a copy of the structure with the PSA after the meeting of 12 September 2023.

The PSA was shocked to learn that the employer is in the process of reviewing the organisational structure without having consulted either individual employees or labour on behalf of employees. Furthermore, the PSA was livid to learn that the process was already at an advanced stage with the DPSA having given concurrence and the structure awaiting approval from the Minister of Police. The persistent refusal by the employer to share the structure all along confirms the suspicions of members that something untoward was happening regarding the structure.

In both meetings, the PSA rejected the proposed structure owing to the failure of the employer to consult labour. As a compromise to the deadlock, parties agreed that the PSA would be given an opportunity to make inputs on the structure before being approved by the Minister of Police and the employer would see how to accommodate the inputs. Members are requested to make inputs on the proposed structure to Khensani Msiza at KMsizea@ipid.gov.za by **19 September 2023**.

The PSA regards the employer's failure to consult on the structure as arrogant and undermining DBC processes. However, the PSA will not allow the employer to act with impunity but to comply with its duty to engage labour and employees on the structure. It is disturbing for the PSA to have learned that even most senior managers have not had sight of the proposed structure. The PSA will explore all available avenues to ensure that inputs of members are engaged up meaningfully with the employer.

Members will be updated on this matter.

GENERAL MANAGER