

Departmental Bargaining Chamber – 28 June 2023

Implementation of section 23 of IPID Act

The employer submitted that it does not have a report as requested by labour on the following outstanding matters: GEPF allocations, salary levels for investigators, and the matching of GEMS benefits to POLMED benefits. The PSA voiced disappointment that the employer does not have a written report on the outstanding matters, despite a firm commitment by the employer in the last meeting. The PSA further indicated that it does not intend to declare a dispute on this matter as it is already at the Labour Court but will stop engaging to allow the judicial process to unfold if the employer does not show commitment to resolve the three outstanding matters. Parties agreed to have a bilateral meeting on 7 July 2023 where the employer will provide a written report on the three outstanding matters.

Filling of IPID vacant and funded posts

The PSA voiced displeasure with the employer's postponement of two bilateral meetings that were scheduled to engage on this matter. The PSA indicated that IPID's failure to fill those vacant, funded posts is hampering service delivery and prejudicing its members. The PSA referred the matter for facilitation by invoking section 17 of the Governance rules.

Policies

- Recruitment and selection policy
- Internal transfer policy
- Change management policy

The PSA bemoaned that it has made inputs on all these policies a long time ago and is awaiting the employer to convene a task team for engagement on these inputs but that has not happened. The PSA indicated that the non-finalisation of these policies affected its members negatively, especially the transfer policy. Parties agreed that the employer will convene a task team for consultation of these policies before the end of July 2023.

Sexual harassment policy

The PSA voiced disappointment that the employer has not yet shared a draft of the policy for consultation since the PSA made a request for the policy to be reviewed in April 2022. The PSA offered to assist the employer by providing a draft of the policy for consultation. Parties agreed that the PSA will submit a draft policy on harassment to the employer by 14 July 2023 for consultation by parties.

Transfer of employees

The employer reported that employees who were unilaterally transferred by the employer have been reinstated to their previous or original positions and they consider this matter as resolved. The PSA noted the employer's submission but requested written proof that indeed those employees have been reinstated to their original positions. The employer committed to providing the PSA with the requested information by 7 July 2023.

PMDS

The employer indicated that all employees received their pay progression for the previous financial year and that there are no outstanding issues in this matter. The PSA rejected the employer's report as scant and lacking details. Parties agreed that the employer will provide the PSA with a written, detailed report *i.e.*, how many employees were assessed, how many employees received the pay progression, *etc.*, at the bilateral meeting scheduled for 7 July 2023

Salary levels of PAs

The employer reported that it has made good progress on this matter in that it has appointed an investigator on 23 March 2023 and his report is expected soon. The PSA indicated that it does not share the same sentiments with the employer that there is good progress as the employer failed to meet the deadline of the end of May for the submission of the report by the investigator. The PSA further indicated that the employer ignored various correspondence from the PSA for the employer to comply with the commitment of providing a progress report every two weeks, as agreed in the last meeting. The PSA referred to the matter for facilitation by invoking section 17 of the Governance rules.

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 PSA Provincial Offices.

GENERAL MANAGER