

FOR PSA MEMBERS: **PUBLIC PROTECTOR OF SOUTH AFRICA (PPSA)**

29-05-2023

## Feedback: Bargaining Forum Meeting – 26 May 2023

A meeting took place on 26 May 2023 wherein the following were discussed:

### Cell phones and data

Members will recall that the employer amended the cell phone and data policy. The PSA did not support the amendments that took away the allowance from employees. The amendments only allowed the employer to provide cell phones and data to employees. The PSA cautioned the employer about the amendments, which will cost it more than the allowance that was offered to employees. The employer, however, continued with the amendments despite the PSA's inputs. In the meeting on 26 May 2023, the employer reported that it will revert to offering cell phone and data allowance to employees as from October 2023 after expiry of the current contract. The employer will first table the policy for amendment before the current contract reaches its expiry date. Members will be consulted for inputs after tabling of the policy. The PSA is pleased that finally the employer has come to its senses after ignoring sensible and progressive input from the PSA.

### Performance Management Development System (PMDS)

It has come to the PSA's attention that members did not get their bonuses for the 2021/22-financial year. The PSA demanded that employees be paid on 15 June 2023 for their hard work. The employer responded that it would not be possible owing to the payment processes but payments would be implemented on 25 June 2023. The PSA further demanded that the employer should complete performance agreements for the 2023/24-financial year and stop disrupting PMDS branch committee meetings.

### Security personnel

In the previous meeting, the PSA demanded that offices be provided with physical security for the safety of employees. The employer reported that the security audit was completed and it has started with procurement of the tender. The advertisement will be published with the process to be finalised in September 2023 although the PSA would have preferred employment of security officers rather than the matter go out on tender.

### Working remotely

This matter was tabled by the PSA, demanding that employees who can work remotely be allowed to do so. The move will also benefit the employer, as research has proven that employees who work remotely

are more productive than working from the office. The employer noted the PSA's demand and will respond in the next meeting.

Members will be informed of 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 PSA Provincial Offices.

GENERAL MANAGER