

Feedback: DCS Departmental Bargaining Chamber (DBC) meeting – 28 November 2024

Task Team: Insignias

The employer implemented grade progression in terms of the GPSSBC Resolution 2/2009. The process moved members from their salary grades and created confusion on the insignias to be worn because their salaries were no longer aligned to their ranks. As a result, the DCS established a task team to align their ranks with the salary grade. The task team was abandoned along the way and the PSA demanded the reasons for the abandonment of the task team. The PSA further demanded that the task team must be resuscitated and that parties must agree on a roadmap detailing time frames to finalise the project. The employer committed to providing feedback in the next Chamber meeting

Reclassification of Correctional Centers

The DCS has embarked on a process to reclassify Correctional Centers to manage the incarceration of inmates. The DCS has since gone quiet, and the process has stopped. The PSA called on the employer to resuscitate the process and submit a working document on reclassification of Correctional Centers. The incorrect classification of Correctional Centers has a negative impact on employees, as they are not correctly graded in line with the responsibilities they are performing. The grading of posts may be corrected if the Correctional Centers are correctly classified. The employer committed to responding in the next Chamber meeting.

Shortage of staff

There is a shortage of staff in all Correctional Centers. The PSA called on the DCS to re-open the migration of employees from centre-based to non-center based and *vice versa*, and further reopen the appointment of ex-officials and recruit new officials on a regular basis to close the gap encountered owing to the high number of officials leaving the DCS. Ex-officials add numbers to the DCS and also assist in the transfer of skills to newly recruited officials. The PSA further called on the DCS to be proactive in identifying positions that will become vacant owing to retirement and start the recruitment process. The employer noted the submission by the PSA and committed to be proactive in its recruitment endeavors and address staff shortages.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER