

Feedback: IPID DBC meeting - 30 April 2024

Implementation: Section 23 of IPID Act 1 of 2011

The PSA previously raised concern about outstanding payments of pension benefits for IPID Investigators. The pension benefits were administered by *Alexander Forbes*. The PSA demanded a close-up report that outlined payments of the pension benefits. The employer refused to provide the report. The PSA reserved its right on the matter and invoked section 17 of the GPSSBC governance rules.

Review: Recruitment and Selection Policy and Internal Transfer Policy

Members will recall that it was previously reported in December 2023 that the employer tabled the Recruitment and Selection Policy and Internal Transfer Policy. The PSA noted that the two policies were already approved by the Department without consultation. The PSA raised serious concern about the conduct of the employer and requested copies of those policies, with highlighted parts where amendments were made. The employer apologised for the omission and committed that going forward it would consult labour sufficiently.

Organisational structure

The employer presented the revised organisational structure and indicated that it was approved. The PSA noted that the organisational structure did not have the approval signatures of the authority of the Department. The organisational structure was also not properly paginated. The PSA objected to the organisational structure as presented and demanded that a correct and approved structure be submitted at the next DBC meeting. The employer committed to provide the correct structure by 3 May 2024.

Policy: Medical-Aid Subsidy

As previously reported, the employer failed to pay for medical aid for Section-23 employees. Members will recall that the PSA took the matter to Court. The matter is still being adjudicated in Court.

Levels of Personal Assistants (PAs)

As previously reported, the PSA demanded that Personal Assistants be upgraded from level 6 to level 7. The employer indicated that it investigated the matter. The employer failed to share the outcome of the investigation. The PSA reserved its right on the matter and invoked section 17 of the GPSSBC governance rules. The employer requested parties to have a bilateral meeting on 13 May 2024 before the facilitation process could start.

Members will be informed of developments.

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.

Reuben Maleka
GENERAL MANAGER