



FOR PSA MEMBERS: COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)

22-05-2025

Feedback: CIPC multilateral meeting – 14 May 2025

Members are aware that the term of the Collective Bargaining Forum (CBF) Chairperson ended on 31 January 2025. Further, the employer has appointed the new Chairperson, effectively from February 2025, without consultation with labour.

A CBF meeting was arranged where the employer reported that there were pending issues that the former chairperson could not finalise, including signing of minutes. Labour demanded that the contract of the former Chairperson be renewed by two to six months to allow for the proper finalisation of outstanding matters, such as enabling the Chairperson to present a comprehensive report on his five-year tenure, provide an update on progress with Organisational Development, and allow the Forum sufficient time to begin the process of appointing a new Chairperson. Parties could not find each other.

Subsequently, a multilateral meeting was arranged where the PSA requested, amongst others, the procurement process of the new Chairperson. The employer shared the documents with organised labour. Upon receipt and consideration of the report, the PSA raised concern regarding the selection criteria. During the meeting on 14 May 2025, the employer stated that there was no malice or intentional exclusion of organised labour and seeing that the Chairperson's term was nearing an end and that the CBF could not operate in vacuum, the logical action was to conclude the matter with speed. The employer apologized for this oversight. Noting the report and the urgent need to commence salary negotiations for 2025/26, the PSA submitted that although the process was irregular, the matter should be put to rest. Further, the PSA indicated that the Constitution of the CBF has a gap when it comes to appointing/ electing a chairperson hence the commitment to sponsor the agenda item to review the same. The PSA will monitor proceedings at the CBF to ensure fairness and impartiality. The employer noted the PSA's submission and will report the same to their principals thus paving the way for commencement of salary negotiations. Either party will thus be at liberty to request the scheduling of the CBF meeting to deal with the salary increase.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER