



FOR PSA MEMBERS: **DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT (DoJCD)**

17-09-2025

Feedback: DoJCD Departmental Bargaining Chamber (DBC)

DoJ Macro Structure

Members were previously informed that organised labour raised a complaint regarding the Department's approved organisational structure (2023), citing the absence of meaningful consultation. Labour demanded that the structure be rescinded. The employer indicated that with the appointment of a new Minister, the Department is still considering whether to review the current structure, but no decision has been taken yet. The PSA emphasised the need for an explicit response from the employer to prevent a recurrence of the previous lack of consultation. The employer committed to consult with its principals and provide a written stance by 25 September 2025 on whether the current structure will be reviewed or not.

NPA: Regional Communication Managers job evaluation

Members will recall that Regional Communication Managers at the National Prosecuting Authority (NPA) raised concerns that their salary levels are lower compared to Communication Managers in other government departments. The employer previously committed to conducting a job evaluation for these positions. The employer reported that the positions were indeed subjected to job evaluation and that it is awaiting the outcomes of the evaluations. The PSA expressed displeasure as the employer had initially committed to providing the outcomes of the evaluations during this meeting. Parties ultimately agreed that the employer will provide a proper update on this matter at a bilateral meeting to be held before the end of September 2025.

OHS compliance

The PSA acknowledged receipt of the Occupational Health and Safety (OHS) Policy and the report on OHS, as previously requested. However, the PSA noted that the report is not helpful as it is outdated. In addition, the PSA requested that the OHS Policy be reviewed, as the current Policy was approved in 2013. The employer acceded to this request and committed to undertaking a review of the Policy. The employer also agreed to provide an updated OHS report to organised labour by 25 September 2025.

Safety and security risks

Members will recall that it was previously reported that the employer has classified KwaZulu-Natal and the Western Cape as high-risk areas, with ten courts in the Western Cape specifically identified as high-risk courts.

The employer presented an update on security upgrades implemented at the Wynberg Magistrates Court following the shooting incident of 8 April 2025 (see *attached* presentation). The PSA welcomed the upgrades made at the Wynberg Magistrates Court but expressed concern that the Department continues to adopt a reactive approach. The PSA noted with disappointment that no similar measures have been implemented at the remaining nine courts in the Western Cape that have also been classified as high risk. The employer rejected the view that it is reactive, instead pointing to budgetary constraints as the primary reason for delays in rolling out broader security upgrades. After discussion, parties agreed to maintain ongoing engagements on this matter. The employer further committed to escalating the issue to its principals and highlighting the financial challenges that hamper timely interventions.

Admission of legal practitioners as Prosecutors in NPA

The PSA tabled this matter after receiving complaints from members regarding challenges linked to the introduction of the *Legal Practice Act* in 2018. The *Act* brought about significant changes that have created impediments to the admission of legal practitioners as Prosecutors. The NPA representative responsible for engaging on this issue was not available during the meeting. Parties therefore agreed that this item will be placed on the agenda for the bilateral meeting scheduled to be held before the end of September 2025.

Employees who want to join the PSA can contact PSA Provincial Offices or local PSA shop stewards.

Reuben Maleka
GENERAL MANAGER