



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

31-07-2025

## Feedback: DoJCD Special Departmental Bargaining Chamber

### Vote weights

The following vote weights were presented:

Trade union	Membership	Vote weights
PSA	14 811	71.45%
Nehawu	5 778	27.85%
Popcru	125	0.60%

The PSA noted the vote weights as presented. The PSA remains the majority Union in the Chamber and is committed to ensuring that members' rights and interests are protected and promoted.

### State Attorney's office building and parking (Johannesburg)

Members will recall that the PSA previously raised concerns regarding serious defects in the State Attorney's office building, which could pose a risk to employees' safety. The employer reported that it has engaged the landlord to address these defects and is working with the Department of Public Works and Infrastructure (DPWI) to secure alternative accommodation. The PSA noted the employer's submission with great concern and confirmed that it will approach the Department of Employment and Labour to request an inspection of the building to ensure the safety of employees.

### Review of job titles/job functions *versus* salary levels of various categories

Organised labour raised concerns that not all transversal positions across various categories were upgraded during the Department's previous exercise to align job titles, job functions, and salary levels. Labour demanded that the employer must address this by upgrading all employees or positions that were excluded from that process. The employer acknowledged the submission and indicated that it would need to revisit historical records, as the previous upgrading exercise took place a long time ago. It was agreed that a task team will be established and convened within two weeks to further engage on this matter.

### **Labour representation in recruitment**

The employer indicated that organised labour was previously permitted to observe during shortlisting and interview processes but had voluntarily withdrawn. Organised labour responded that its withdrawal was owing to irregularities observed during these processes, however, it has since reconsidered its position. The employer agreed to reinstate organised labour's participation in shortlisting and interviews going forward. Consequently, parties agreed to remove this item from the agenda.

### **Maintenance Officers**

Organised labour raised concerns that Maintenance Officers, despite having the same qualifications as Prosecutors and other legal practitioners, remain stagnant with no clear career path. The employer responded that Maintenance Officer positions fall under the occupational-specific dispensation (OSD) and confirmed that a legal opinion on the matter had been sought. The employer further indicated that Chief Maintenance Officer positions were created to provide career-pathing opportunities. However, these positions are currently only available at Head Office. The employer assured that work is underway to revise the structure to include such positions at provincial offices as well. The PSA noted the submission and requested the legal opinion and a copy of the proposed structure accommodating Chief Maintenance Officers. The employer committed to sharing the requested information with organised labour.

Employees who want to join the PSA can contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER