



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

31-07-2025

## Feedback: DoJCD Special Departmental Bargaining Chamber

### Departmental macro structure

Members are reminded that the current organisational structure was approved in 2023. The PSA expressed concern that there was no meaningful consultation during the development of this structure. Consequently, the PSA rejected the current structure on the grounds of inadequate consultation and demanded that it be rescinded. The employer acknowledged the PSA's submission and noted that the Department has a new Minister, which creates the possibility of reviewing the current structure. Parties agreed that the employer will provide a firm position at the next DBC meeting on whether the structure will be reviewed.

### Internship Policy

The employer acknowledged receipt of inputs from the PSA on the Internship Policy and indicated that it is still following internal processes. Parties agreed to engage further in a task team meeting to be arranged by the employer.

### NPA: Job evaluation for Regional Communication Managers

Members will recall that Regional Communication Managers in 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 has now reported that the positions have been subjected to job evaluation, and it is currently awaiting the outcomes. The employer is further committed to providing the results of the job evaluations at the next DBC meeting.

### NPA: Draft subsistence and travel policy

Members will recall that the PSA referred to this matter for facilitation earlier this year after the employer unilaterally approved the policy before the conclusion of consultation. At facilitation, parties agreed to refer this matter back to the DBC for further engagements. The employer agreed to give the PSA until **5 August** to make inputs. Members who wish to make inputs must submit theses to: [kagisho.kagisho@psa.co.za](mailto:kagisho.kagisho@psa.co.za) by **4 August 2025**.

### **Occupational health and safety (OHS) compliance**

Members will recall that the PSA previously raised serious concerns regarding the non-compliance of court buildings across the country with the *Occupational Health and Safety Act*, which poses significant risks to the health and safety of employees. The employer acknowledged receipt of the comprehensive list of court buildings with identified defects submitted by the PSA. It was agreed that a multi-lateral meeting will be convened to further engage on the issues outlined in the list and determine appropriate corrective measures.

### **Safety and security risks**

Members will recall that it was previously reported that PSA raised this matter after a shooting incident inside a court building in Wynberg in the Western cape. The employer indicated that the relevant person to provide an update on this matter was absent. Parties agreed to defer this item to a special DBC to be held within two weeks.

### **Admission of legal practitioners as Prosecutors in NPA**

The PSA tabled this matter after receiving complaints from members that the introduction of the *Legal Practice Act* in 2018 brought significant changes, which brought some impediments to the admission of legal practitioners as Prosecutors. New Prosecutors with LLB qualifications are now required to undergo mandatory vocational training to have a right to appearance in the High Court. Most Prosecutors are compelled to resign to acquire that vocational training in private practice to get the right of appearance in High Court and progress or qualify as Senior State Prosecutors. The PSA demanded that the NPA and the Legal Practice Council be approached to allow the NPA to provide such vocational training. The employer noted the PSA submission and requested to consult its principals and provide a response in the next meeting.

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

Reuben Maleka  
GENERAL MANAGER