



FOR PSA MEMBERS: **INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

01-10-2025

Feedback: IPID DBC meeting

Implementation: DPSA Harassment in Workplace Policy

As previously reported in the *Informus* (available on the PSA website or from PSA Provincial Offices), the Department of Public Service and Administration (DPSA) issued a directive introducing a framework policy on prevention and elimination of harassment in the workplace. This policy is to be implemented uniformly across the Public Service. Following this directive, the IPID undertook a process to assess whether the DPSA Policy Framework sufficiently covers its internal requirements regarding harassment. The IPID has since confirmed that the DPSA Policy Framework is comprehensive and sufficient as a Policy of Elimination and Prevention of Harassment in the Workplace. As a result, the DPSA policy will be the sole applicable policy in the Department. Any internal policies on harassment that previously existed in the IPID are now deemed obsolete.

Review: Organisational structure

The employer indicated its intention to table a reviewed organisational structure in the Chamber for consultation. However, it proposed to present it verbally first and only submit the written structure at a later stage, arguing that organised labour would not fully understand the structure without prior explanation. Organised labour disagreed with this approach, confirming its ability to engage with the structure in writing and emphasising that, in line with governance rules, the structure must be tabled formally in writing to allow for meaningful consultation. The employer subsequently committed to reverting to the Chamber with a written copy of the structure to enable effective and substantive engagements.

Injury On Duty (IOD) procedure at IPID

As reported previously, the PSA requested the employer to provide statistics of employees who are on IOD and the procedure utilised currently to manage IOD. The employer reported that they are currently developing a policy on IOD but was non-committal on when the policy will be finalised. The PSA requested the employer to provide the statistics and confirm when the employer will finalise the policy within 14 working days, respectively. The PSA will exercise options available, including reporting the failure to adhere to the *OHS Act* to the Department of Employment and Labour.

Advertisement of positions outside organisational structure

As previously reported to members, the PSA demanded that positions advertised outside the approved organisational structure should not be filled until the new structure has been properly consulted on and

finalised. The employer confirmed that although the positions have been advertised, none have been filled to date. The PSA enquired whether the employer would suspend the process until the finalisation of the new structure. However, the employer was non-committal and indicated that feedback would only be provided at the next Chamber meeting. Given the seriousness of this matter, the PSA formally requested that the employer provide feedback within 14 working days.

Policy review process

The PSA highlighted that 17 policies were approved without consultation with organised labour. The employer acknowledged this and confirmed that some policies were indeed finalised without proper consultation. The employer requested indulgence by organised labour to provide input, with an undertaking that such inputs would be incorporated into the policies. The PSA, however, insisted that in line with governance rules, all policies must be shared with organised labour for consultation before approval. Organised labour emphasised that the principle of consultation is non-negotiable for all departmental policies. The employer committed to sharing the policies with organised labour. Once received, the policies will be shared with members to secure a mandate on the way forward.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER