



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

10-12-2025

## Key updates on IPID matters

The IPID Departmental Bargaining Chamber meeting took place on 4 December 2025, and the following key issues were discussed:

### Review of organisational structure

The employer presented the reviewed organisational structure for consultation. The PSA noted the presentation and indicated that meaningful inputs will only be provided after consulting members. A dedicated consultation session will be arranged, and members will be informed accordingly.

### Injury on Duty Policy and procedure

As previously reported to members, the PSA requested statistics on employees currently on Injury on Duty (IOD) and clarity on the procedure presently used to manage such cases. The employer requested ten working days to provide the information. Should it fail to comply, the PSA will escalate the matter to the Department of Employment and Labour for non-adherence to the *Occupational Health and Safety Act*.

### Advertisement of positions outside organisational structure

As previously reported to members, the PSA raised strong objections to the employer advertising posts outside the approved structure. This action by the employer would have resulted in potential prejudice and unfairness to most employees had the employer proceeded with the recruitment process. The employer confirmed that these posts have now been placed in abeyance until the new structure is fully consulted on and approved.

### Failure to consult on policy reviews

The PSA expressed concern regarding the employer's ongoing practice of approving revised policies without consulting organised labour. The employer conceded to this lapse and committed to sharing all previously reviewed policies with labour for inputs.

### Appointment of contract investigators and resource challenges

The employer confirmed the appointment of investigators on one-year contracts, adding that they qualify for all required resources. These investigators are retired police officers whose role includes transferring

skills to permanent staff. The PSA urged the Directorate to prioritise the timely provision of resources to ensure optimal service delivery.

### **New policies tabled for review**

Members are requested to review and provide inputs on the following draft policies:

#### **PMDS Policy**

- This is an existing policy and incorporates new time frames for the Department.
- The purpose of this policy is to provide guidelines on how to plan and manage performance, with the intention to optimise employees' output in terms of both quality and quantity, thereby improving the Department's overall performance.

#### **Training and Skills Development Policy**

- This is an existing policy, seeking to add a Memorandum of Understanding with professional bodies.
- The purpose of the policy is to provide a framework on planning and coordination of training and skills development initiatives and activities, and guide IPID employees on the implementation thereof.

#### **Draft Loss Control Policy**

- This is an existing policy, seeking to add responsibilities of Committee and Provincial Heads, removing duplicates falling on other policies, e.g., Transport Policy and Asset Management Policy.
- The purpose of the policy is to regulate the management of the loss, misuse, and damaged assets in the Directorate.

#### **Service Management Policy**

- This is a new policy.
- The purpose of this policy is to establish a comprehensive framework to provide a structured approach to managing ITC services.

#### **SOP on Handling of Firearms**

- This is a new policy aligned with the newly amended *IPID Act of 2024*.
- The purpose of the policy is to provide guidelines in the handling, storage, and transportation of arms and ammunition seized from other official institutions for purposes of investigations.

#### **Parking Policy**

- This is an existing policy - the Department is changing the logo.
- The purpose of the policy is to regulate the usage of parking facilities and set out roles, responsibilities, and obligations of users of the parking facilities.

#### **Personnel Protection Policy**

- This is an existing policy, seeking to include all IPID employees as the policy previously catered for investigators only.
- The purpose of the policy is to establish clear guidelines and procedures in regulating the safeguarding and protection of IPID personnel.

Members must submit inputs on these policies by **17 December 2025** to [Velucia.maluleke@psa.co.za](mailto:Velucia.maluleke@psa.co.za).

**Not yet a PSA Member? Join today!**

Visit the PSA website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact the nearest PSA Provincial Office.

Reuben Maleka

GENERAL MANAGER