



FOR PSA MEMBERS: **PUBLIC PROTECTOR OF SOUTH AFRICA (PPSA)**

05-12-2025

Feedback: PPSA Bargaining Forum - 4 December 2025

PMDS 2023/24

As members are aware, the PSA wrote a letter to the employer demanding urgent finalisation of the PMDS process for 2023/24. As reported in the previous *Informus*, the employer apologised for the delay and made a commitment to implement payments before 30 November 2025. In the meeting of 4 December 2025, the employer reported that it could not meet the deadline of 30 November 2025 to implement payments owing to internal processes. It reported that payments would be implemented on 19 December 2025. The PSA noted the report and demanded that the employer must meet the deadline as a delay was demoralising employees. The employer acceded to the PSA's demand to issue a communication to employees on 5 December 2025. The employer will also issue letters to individual employees upon finalisation of calculations by finance. The PSA will monitor progress and ensure that payments are implemented in December 2025.

PMDS 2024/25

The employer reported that it was concerned about the low submission of assessments for the 2024/25-financial year. The employer will issue a cut-off date for submissions and employees who did not submit will forfeit the benefits. The PSA encourages members who did not submit to take advantage of this arrangement.

Restructuring of organisation

The employer stated that it is still busy with its internal process of restructuring the organisation and will update the PSA on progress. All job evaluations will be accommodated in the new structure. Members will be invited to make input once the employer's internal process is done.

Workload of Investigators

The employer reported that it was filling positions to alleviate pressure on Investigators. It has also appointed Specialist Investigators on a contract of six months to assist.

Full-Time Shop Steward/Office Bearers Agreement

As members are aware, the PSA drafted the Collective Agreement on the recognition and release of Full-Time Shop Steward and Office Bearers for consideration of the employer. The employer requested to discuss this matter in a bilateral meeting and report back in the next meeting.

Call-centre software

The employer reported that it implemented a new telephone system at its call centers called “follow-me-functionality”. The benefits of the system were explained to all staff members. The employer further rejected allegations that employees were forced to implement the system on their private phones. The employer stated that the use of the system was on a voluntary basis.

Middle Management/Senior Investigators on top notch

The PSA has made proposals for consideration by the employer to address the top notches matter. The employer will present the matter to EXCO when the policy is discussed and report back in the next meeting.

Relocation of office

As it was reported in the previous *Informus* that the employer intends to relocate office to a more accessible area by society. The employer reported that it was still looking for a new office building. The PSA is represented in the relocation committee. The PSA will ensure that employees are not affected negatively by the intended relocation of office.

The PSA is committed to assisting members with collective and individual matters.

Employees who want to join the PSA can visit the PSA’s website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER