



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

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24-02-2026

## Feedback: DCS DBC meeting - 19 February 2026

### **DCS Disciplinary Code**

As reported previously, parties in the Chamber are in the process of reviewing the Disciplinary Code and Procedure (GPSSBC Resolution 1/2006), the employer requested to relook the code with a view to make further amendments. The employer will inform the Chamber of progress, and sessions will be arranged to start engagements on the item.

### **Task Team on *Insignias***

As reported previously, the employer is currently reviewing departmental *insignias* to link these with the salary levels of employees. Parties agreed to meet on 12 and 13 March 2026 to consult on the item.

### **Normalisation of salary notches for employees on salary level 1-12 appointed in terms of *Correctional Services Act***

As previously reported, during the implementation of annual salary increases in the public service on 1 April 2025, the employer embarked on a normalisation of salary notches for employees on salary level 1-12 for employees appointed in terms of *Correctional Services Act (CSA)*. The PSA wanted to understand the rationale behind this normalisation process. The employer indicated that this process was triggered by the 2023 implementation of sliding scales salary increases where employees were paid pay progression and others were paid cash allowances, which disfigured salary notches of employees employed under the CSA. As a result, the employer conducted an audit and rectified salary notches (normalisation of salary notches). That led to employees getting more percental increase when general salary increases were affected on 1 April 2025. This process affected employees under the CSA only because salary increases of employees employed under the *Public Service Act* are implemented by the Department of Public Service and Administration.

### **Takeover of Mangaung**

The contract between the DCS and G4S is coming to an end soon, The PSA wanted to know the current status of the takeover of Mangaung Correctional Centre. The employer indicated that a steering committee has been established to attend to the Mangaung takeover, and organised labour is part of committee.

## Payment of pay progression

The PSA raised dissatisfaction with the manner in which the employer is implementing pay progression. There is always a shortfall on certain members. They do not receive 1.5%. This has been a thorny issue between PSA and the DCS, which led to a PSCBC complaint laid by the PSA and awarded in the Union's favour. Parties agreed that the PSA will submit names of employees affected by the shortfall. The employer will look at rectify shortfalls.

## Shift pattern

As reported previously, the employer is currently reviewing the shift pattern of the DCS. This is in line with General Public Service Sectoral Bargaining Council Resolution 2/2009, which states "that the department shall introduce a seven-day establishment for correctional facilities as well as develop a seven-day establishment model taking into consideration institution specific needs". The employer tabled a presentation on the proposed shift pattern. According to the employer, the intention is to pilot the project at the big four correctional centers, which were identified as Johannesburg, Pollsmoor, Durban Westville and Kgosi Mampuru. Parties agreed to defer the item to a multilateral meeting to have an in-depth understanding, and that no change of shift should take place before finalisation of negotiations. The PSA requested the employer to communicate the decision to all Area Commissioners ascertain Area Commissioners have an appetite to change shift patterns outside the DBC agreement.

## Policy review

The employer tabled the following three policies for review:

**Draft language policy:** The purpose of the policy is to promote multilingualism, regulate and manage the official language of the Department, create an enabling environment that facilitates equitable practices regarding language usage, and to give substantive effect to Constitutional and legislation requirements.

**Draft Youth Development framework policy:** The purpose of the policy is to mainstream Youth Development objectives into all programs, systems, policies and procedures of the Department, to resuscitate and strengthen youth development structures to ensure the delivery of well-coordinated key transformation programs and to ensure participation of all young people inclusive of all race, gender, youth with disabilities and young people from the LGBTQIA+ community in all critical programs offered by the DCS.

**Draft policy on Prevention and Elimination of Harassment in the Workplace:** The purpose of the policy is to eliminate all forms of harassment in the Department, inculcate a culture of a healthy relationship amongst employees and Department stakeholders, to create awareness through education and training on Harassment. Furthermore, the policy seeks to create a conducive environment for reporting allegations of harassment, ensure the protection of information through the implementation of the principle of confidentiality and establish an effective and efficient mechanisms of handling complaints and allegations of harassment. Also, to strengthen timeous responsiveness to harassment cases and ensure consequence management, strengthen monitoring of the application of the policy and identify harassment trends for improvement interventions and enforce accountability in the management of all forms of harassment.

Members are requested to peruse the policies (*attached*) and make inputs to be sent to Provincial Chairpersons for consolidation on or before **10 March 2026**. Contact details are as follows:

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The PSA thanks all members for their continued support and solidarity.

**Not a PSA member? Join today!**

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

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GENERAL MANAGER