



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

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12-10-2026

## Feedback: DOJCD Departmental Bargaining Chamber (DBC)

### Protection of Prosecutors

Members will recall that the PSA tabled this matter at a special DBC meeting following the murder of a Prosecutor in Gqeberha in July 2025. The employer subsequently introduced the policy in June 2026. The employer acknowledged receipt of the PSA's inputs and indicated that these are still under consideration. Furthermore, the employer committed to reverting to organised labour with a date for engagement on the PSA's inputs by 16 October 2026.

### DoJ macro structure

Members will recall that this matter was referred to facilitation by the PSA, citing lack of consultation in the adoption of the 2023 structure. The employer indicated that the 2023 structure was never fully implemented, which led to the decision to review it. During facilitation, parties agreed that the employer would consult organised labour in developing the organisational structure, with the employer expressing its intention to finalise the process by 31 March 2027. The employer further indicated that the Organisational Development (OD) unit is currently undertaking preparatory work, and that organised labour will be consulted at the appropriate stage. The PSA issued the employer with an ultimatum to provide substantive progress by 31 October 2026, failing which, the PSA reserves the Union's right to pursue alternative avenues, including possible industrial action.

### Safety and security risks

Members will recall that this item was tabled by the PSA following the shooting incident at the Wynberg Court in April 2025. The PSA demanded that the employer must upgrade security measures at courts nationwide. The employer initially indicated that ten courts had been identified as high risk and that funding was being sourced to upgrade security at those facilities. However, in the recent meeting, the employer failed to provide any update on progress with these upgrades, which drew strong concern from the PSA. As a result, the PSA has referred the matter for facilitation.

### **Aspirant Prosecutors programme: 2025**

Members will recall that the PSA tabled this matter after receiving complaints from members who, upon completion of the Aspirant Prosecutors Programme, were not appointed as Prosecutors as expected. The employer indicated that a deviation was submitted to the DPSA on 26 May 2026, as agreed by parties. However, the employer has not yet received a response from the DPSA. Furthermore, the employer refused to provide the PSA with a copy of the actual deviation submission, citing that the PSA has already lodged a formal request in terms of the *Promotion of Access to Information Act*, which is currently being processed.

### **Job rotation: Master's Office**

Members will recall that the PSA tabled this matter after receiving complaints regarding the unilateral implementation of job rotation at the Master's Office, without the existence of a guiding policy. The PSA therefore demanded that the job-rotation process be placed in abeyance pending the development of such a policy to which the employer agreed. The employer indicated that a draft rotation policy is being developed and will be tabled at the next meeting.

### **Circular 12 of 2026**

Members will recall that the PSA tabled this matter after receiving complaints that the employer has unilaterally centralised the handling of disputes and removed certain functions from Labour Relations personnel in the provinces. The PSA demanded the immediate withdrawal of the *Circular*. The employer responded by indicating that it did not have a mandate on this matter. The PSA referred the matter for facilitation.

The PSA is committed to ensuring that the interests and rights of employees are prioritised in every DBC engagement.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Office for assistance.

Reuben Maleka

GENERAL SECRETARY