

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

19-05-2026

## Feedback: DOJCD Departmental Bargaining Chamber (DBC)

### Protection of Prosecutors

Members will recall that the PSA tabled this matter at a special DBC meeting after the murder of a Prosecutor in Gqeberha in July 2025. The employer indicated that it is finalising the draft policy and will table it for consultation as soon as it is done with internal processes to improve the safety of Prosecutors. The PSA raised displeasure as the draft policy ought to have been tabled by the employer before the end of last year. The employer committed to sending the draft policy to organised labour before the end of June 2026.

### Macro structure

Members were previously informed that organised labour had raised concerns regarding the current macro structure approved in 2023, specifically citing a lack of meaningful consultation and demanding that the structure be rescinded. The employer indicated that it is still engaging with its principals, however, no decision has yet been taken on whether the structure will be reviewed, particularly in light of the appointment of a new Minister. The PSA expressed dissatisfaction with the delays by the employer and consequently referred the matter for facilitation.

### NPA: Regional Communications Manager - job evaluation

Members will recall that Regional Communications Managers at the National Prosecuting Authority (NPA) previously raised concerns that their salary levels are comparatively lower than those of Communications Managers in other government departments. The employer conducted a job evaluation, using the new public service job evaluation system. Subsequently, the employer shared the outcome of this evaluation with organised labour. The PSA noted the results of the job evaluation. The outcome of the job evaluation is *attached* for ease of reference.

### Safety and security risks

Members will recall that this item was tabled by the PSA following a shooting incident at the Wynberg Court in April last year. The PSA demanded that the employer must upgrade security measures in courts across the Country. The employer reported that the newly appointed Deputy Director-General has taken

responsibility for this matter and will provide an update at the next meeting. The PSA indicated that it would engage with the relevant Deputy Director-General, as the matter had already been raised with her at a meeting held on 16 March 2026.

### **Dress code: Interpreters**

Members may be aware that the Department unilaterally introduced the wearing of gowns, as well as a black-and-white dress code, for Interpreters. The PSA introduced this item in February 2026 in a special DBC meeting and raised concerns that the implementation of this dress code is placing a financial burden on Interpreters, many of whom cannot afford the required attire. The PSA accordingly demanded that the employer must provide Interpreters with a uniform allowance, in line with practices in other government sectors where employees (such as Nurses and Police Officers) receive such allowances. In the February meeting, the employer acknowledged that the introduction of the dress code was implemented without prior consultation with organised labour. The employer further requested time to escalate the matter to the Director-General for consideration, indicating that it currently does not have a mandate to engage on the issue. The PSA expressed dissatisfaction with the delay in resolving this matter, noting that the item was initially raised at a special DBC meeting in February 2026, and that the employer still lacked a mandate during the subsequent meeting held in March 2026. As a result of the continued delay, the PSA has referred the matter for facilitation.

### **Vacancies**

The employer reported that the Department currently has a vacancy rate of less than 10%, noting that the implementation of early retirement without penalty (ERP) may increase this percentage. The PSA expressed concern that the employer's report lacked sufficient detail and accordingly requested a more particularised account, as well as a comprehensive recruitment plan. In response, the employer committed to providing the exact vacancy rate in the Department and submitting a recruitment plan by 22 May 2026.

### **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. Members indicated that a reasonable expectation of appointment had been created. The employer reported that a meeting was held on 16 April 2026 to explore various options for resolving the matter. It was indicated that the employees could not be appointed at this stage owing to non-compliance with Regulation 67 of the *Public Service Regulations*. Furthermore, the employer advised that it is in the process of seeking a deviation from the Minister for Public Service and Administration in terms of Regulation 4 to enable the appointment of the affected employees as Prosecutors despite the non-compliance. Feedback on this process is expected by 21 May 2026. The PSA noted the submission by the employer.

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

Members will recall that the PSA tabled this matter after receiving complaints regarding the implementation of job rotation at the Master's Office, which was being carried out unilaterally and in the absence of a policy. The PSA consequently demanded that the job-rotation process be placed in abeyance pending the development of a policy. The employer reported that a bilateral meeting was held with the PSA on 6 May 2026, during which both parties agreed that the job rotation process would be

suspended. It was further agreed that only voluntary job rotation would be permitted in the interim. The employer also committed to presenting a draft job rotation policy at the next meeting.

### ***Circular 12 of 2026***

Members will recall that the PSA tabled this matter after receiving complaints that the employer had unilaterally centralised the handling of disputes and removed certain functions from Labour Relations personnel in provinces. The PSA demanded the immediate withdrawal of the *Circular*. The employer responded by indicating that it did not have a mandate on the matter and requested the PSA to escalate the issue to either the Deputy Director-General who issued the *Circular* or the Director-General. The PSA expressed dissatisfaction with the employer's response, noting that attending a collective bargaining forum such as the DBC without a mandate undermines the principles of collective bargaining. The PSA further indicated that the Union would explore alternative avenues to resolve the matter.

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 Provincial Office for assistance.

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