



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

23-09-2026

Feedback: IPID Departmental Bargaining Chamber (DBC) - 22 September 2026

Organisational structure

As previously reported (*Informus* available from PSA Provincial Offices and the PSA's website), the employer is reviewing the organisational structure and tabled a draft at the previous DBC meeting. Following that meeting, the draft was circulated to members for inputs. The PSA is currently consolidating the submissions and has undertaken to submit these by 15 October 2026. Members who have not yet provided input are urged to do so before the deadline.

Review of Policies

The employer tabled the following ten policies for review: Loss Control and Disposal Policy, Parking Policy, Injury on Duty Policy, PMDS Policy, Debt Management Policy, Internal Transfer Policy, General Leave of Absence Policy, Resettlement Policy, Special Leave Policy, and Job evaluation Policy. Parties agreed to convene a Policy Task Team meeting to consult on the Policies.

Members are requested to carefully go through the *attached* policies and submit inputs, comments, or proposed amendments on or before **15 October 2026**. Inputs should be guided by members' workplace experience and should identify any concerns, gaps, or practical implementation issues arising from the Policies or the structure. Inputs may be sent to Ichaba@ipid.gov.za. The PSA will consolidate members' inputs and engage the employer accordingly during the consultation process.

Recognition of qualifications

Several IPID officials have obtained additional qualifications relevant to their respective areas of work and have submitted these qualifications to the employer. The PSA requested an update on the employer's progress in providing incentives to affected employees. The employer indicated that the process of finalising incentives is at an advanced stage. However, as the responsible manager was unavailable to deliver the presentation, the employer requested that the matter be deferred to the next DBC meeting. The PSA proposed that in one of the PTT meetings, the responsible manager must be invited to make presentation before the next Chamber meeting, noting that awaiting specialist presentations at Chamber meetings places undue pressure on the DBC agenda. The employer accepted the PSA's proposal.

Management of service records

The PSA sought clarity on how the employer manages service records during prolonged periods of employee absence, including precautionary suspension and unpaid leave. This enquiry followed complaints from members that such periods are not taken into account, resulting in the loss of credited service. The employer requested the PSA to submit the list of affected members. Affected members are requested to submit their names to Leah Chaba at lchaba@ipid.gov.za on or before **15 October 2026**.

Not yet a PSA member?

Join today by visiting the PSA's website, sending an email to ask@psa.co.za, or contacting the nearest PSA Provincial Office.

Reuben Maleka

GENERAL SECRETARY