



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

31-03-2026

Default arbitration award: IPID ordered to migrate PAs to salary level 7

As previously reported, the *Informus* can be retrieved from the PSA's website or from the PSA's Provincial Offices, the fight to have IPID implementing a 2004 DPSA directive to migrate PAs came to an end on 27 March 2026. The PSA is pleased to inform members of a significant victory in the General Public Service Sectoral Bargaining Council (GPSSBC) under case number GPBC2195/2024. In 2004, the Department of Public Service and Administration (DPSA) issued a binding directive requiring the migration of all PAs in the public service from salary level 6 to salary level 7. Despite numerous engagements and follow-ups by the PSA, IPID failed to implement this directive for more than a decade.

The PSA, acting on behalf of the affected PAs, declared a dispute and pursued the matter through the GPSSBC. On 27 March 2026, Commissioner Elaine Moleko issued a default award in favour of the PSA after IPID failed to attend or defend the arbitration proceedings. Key findings include:

- IPID committed an unfair labour practice by not implementing the 2004 DPSA directive.
- The directive is lawful, binding, and applicable to all PAs.
- IPID provided no valid justification for its noncompliance.
- Due to the *Prescription Act*, only salary differences for 2024 and 2025 qualify for back pay.

In terms of the award, IPID must:

- Implement the 2004 DPSA Directive by migrating all affected PAs from salary level 6 to salary level 7, retrospectively.
- Pay back-pay for 2024 and 2025 and adjust the salaries and all the benefits of the PAs.
- And comply by 30 April 2026.

The PSA welcomes this award as a long overdue victory that corrects an injustice that IPID failed to resolve for years. The PSA will:

- Monitor the implementation of the award closely,
- Demand progress reports from IPID, and
- Take further enforcement action if the employer fails to comply within the prescribed timeframe.

Members will be kept informed of the progress on the matter

Not a PSA member yet?

Join today by visiting the PSA's website or your nearest PSA Provincial Office.

Reuben Maleka

GENERAL MANAGER