



FOR PSA MEMBERS: **SPECIAL INVESTIGATING UNIT (SIU)**

09-07-2026

Feedback: Consultative Forum for SIU – Meeting held 8 July 2026

Establishment of a formal career progression framework for administrative staff

Labour tabled a proposal to the employer to establish a formal Career Pathing and Progression Framework for SIU, with clearly defined administrative career streams. It was also proposed that a joint task team be established, to develop such a framework and conduct a skills and job grading audit for administrative roles and align the associated policies. The employer responded that they have already commenced with work on the proposal. It was also reported that a task team was established to conduct a feasibility study and to do a benchmark with SAPS and the HAWKS and other entities. A report on the outcome will be provided to labour by no later than 15 December 2026 and labour will be included in the task team. The employer will also provide labour with the project plan of the team by no later than Friday 10 July 2026.

Clarification on post retirement medical aid benefits

Labour proposed to the employer to introduce post retirement medical aid benefits to all SIU employees. The employer noted the concept to provide such benefits and has already commenced with work based on the proposal from labour. The employer reported that actuaries were appointed to look into all aspects that need to be taken into account, which includes financial and other risk assessments. The employer committed to provide labour with feedback on the outcome of the process by the end of December 2026.

Career development and permanency pathways for Junior Investigators appointed on Contract

Labour tabled a proposal to the employer that Junior Investigators on fixed-term contract be provided with job security and be absorbed into a career stream within SIU. The employer responded that they have commenced with work into labour's proposal and are in the process of following their internal consultation processes with recommendations, giving consideration to the financial and legality issues. A response to labour's proposal will be after quarter 3 of the current financial year.

Establishment of a structure and graded framework for inters and placements

Labour proposed that a framework be developed or provisions be included in the policy, for interns, to create a path from internship to employment or possible absorption into the SIU. This will allow the SIU to

retain trained and experienced individuals within the SIU, reduce recruitment and onboarding costs and promote youth employment and skills retention. The employer responded that in the past they have absorbed Interns and have commenced with work to accommodate the proposal from labour. A response will be provided to labour by 31 August 2026.

Full time shop steward agreement

During the negotiations on the recognition agreement it was agreed to defer the discussion on the release of a Full-Time Shop Steward at the first meeting of the bargaining forum, once it is established. The proposal for a FTSS was tabled to the employer formally. The employer responded that they are unable to accommodate the proposal at this stage and note the concerns around security and integrity that was raised by labour. They indicated that once the organisation grows, they will consider the proposals. Labour reserved their rights to respond to the employer's position at the next meeting.

Housing subsidy

Labour referred to previous engagements with the employer on the provision of housing subsidies for employees and requested the employer to provide it with feedback to its proposal. The employer responded that current SIU employees are on a cost to company basis and that they are therefore unable to consider granting an additional allowance at this stage. They however indicated that they may give it a consideration once it is financially viable. Labour reserved its right to respond to the item after obtaining a mandate from members on the matter.

Danger allowance

Labour referred to previous engagements on the matter, noting that work already commenced on the provision of an allowance. A report on the progress made thus far was requested. The employer responded that they have commenced with a benchmarking process on the needs and risk analysis. The report will be ready for tabling on 31 October 2026, for further engagement.

Absorption of fixed term contracts

Labour raised its concerns that the employer is continuing to contravene the provisions of the *LRA* by continuous renewal, extensions and appointments on contract basis. The employer responded that the matter is currently being addressed internally and will respond to labour's proposal on the absorption or appointment of fixed term contract employees on 4 September 2026.

Hybrid working model

Labour tabled a proposal to the employer to implement a hybrid working model to allow employees to work from home. The recent increases on fuel and electricity prices is having a severe financial impact on members and the introduction of a hybrid working arrangement will assist to ease the current burden on employees. The employer reported that labour's concerns are noted and that they are in the process of conducting a benchmarking process to introduce such an arrangement. Once the benchmarking is done, a report will be processed to the HOU for consideration. Labour will be provided with a response by 30 September 2026. A request to fast track the process was made to the employer noting that the impact is current and ongoing.

Cleaning and security services

Labour noted that these functions has been outsourced since the establishment of the SIU. It raised its concerns with the reliance on outside companies as it is currently contributing to risking the reputation,

and confidentiality of SIU matters. Labour also referred to incidents on the employment of unvetted employees and the challenges faced by these employees with their respective employers. It was labour's proposal that the services be insourced. Labour raised that, noting that the matter was previously raised with the employer, that it provide them with the report on the work that was done so far. The employer requested to be granted time to look into the status of the report and respond to labour on the progress made thusfar, by 15 December 2026.

Bursaries for SIU members children

Labour raised that this matter was also previously tabled to the employer where a proposal was made that the children of SIU employees be granted access to bursaries. The employer responded that they will look into the status of the report and provide an update to labour in writing before the end of September 2026.

Short term insurance group cover for SIU employees (cars, house, funeral benefits, etc)

It was noted that this matter was also previously raised with the employer to assist with short term group cover for SIU employees when it comes to cars, household items, funeral benefits, *etc* and to utilise the collective buying power in the interest of SIU employees. Labour was still awaiting the report on the process. The employer indicated that this matter is in progress and detailed feedback in writing will be provided to labour by the end of September 2026.

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