

Feedback: Departmental Bargaining Chamber Meeting – 11 December 2023

Implementation of Section 23 of the *IPID Act*

The employer reported that they acquired the services of *Alexander Fobes* to help with the allocation of R45 million, which was paid to GEPF to be properly allocated to the affected employees. The PSA noted the employer's submission and requested proof that the money was allocated to the affected employees. Furthermore, the PSA requested a close-up report indicating that all matters were addressed. The employer committed to share the close-up report and proof that the R45 million paid to GEPF was properly allocated to the affected employees by 31 January 2024.

Policies

- Recruitment and selection policy
- Internal transfer policy

The employer reported that the two (2) policies were already approved due to pressure from the Auditor General's office to finalise them. The PSA raised its discontentment that the employer approved the policies whilst the consultation process was not finalised. Parties agreed that organised labour can still make inputs on the two policies which will be accommodated by the employer. Members who wish to make inputs must submit them to Khensani Msiza at: KMsiza@ipid.gov.za by **22 December 2023**. The two (2) policies are *attached* for ease of reference.

Sexual harassment policy

The PSA indicated it was waiting for the employer to convene a task team for consultation since it tabled this matter in the last DBC meeting. The employer committed to convene a task team meeting by the end of January 2024. The PSA urged the employer to treat this matter with urgency because the current policy is outdated and does not protect employees from other forms of harassment *i.e.*, bullying, victimization, etc.

PMDS 2022/23

The employer reported that they have completed the assessment of employees and that they were paid their pay progression on 6 December 2023. The PSA noted the employer's submission but bemoaned that there was non-compliance with Circular 35 of 2023 from DPSC which directed departments to have

finalised pay progression payment by 13 October 2023. The PSA urged the employer to ensure that pay progression payments are finalised on time in the future.

Salary levels of Personal Assistants (PAs)

Personal Assistant (PA) salary levels have become a focal point as the employer discloses the appointment of a third Investigating Officer. The initial officer failed to submit a report, while the second one provided a report devoid of recommendations. The employer, appealing for understanding from organised labour, has committed to delivering the report by the close of the current fiscal year, specifically by 31 March 2024. Expressing discontent, the PSA emphasised the prolonged duration of this unresolved issue, spanning a year. Moreover, the PSA asserts its intention to explore alternative avenues for resolution should the employer fail to share the report during the upcoming DBC on 6 February 2024. Notably, the investigating officers, sourced from other Government Departments outside IPID, are not receiving any compensation for their services.

Organisational structure

The employer reported that the structure has recently been approved by the Minister but did not provide a specific date of approval. The employer further indicated that a copy of the structure would be shared with organised labour at the right time. There was no specific date committed for sharing it. The PSA raised its disappointment at the employer's handling of this matter and reiterated that there has not been meaningful consultation during the review of the structure. The PSA indicated that it would await a copy of the structure to seek a mandate from members and pronounce its position thereafter.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER