



FOR PSA MEMBERS: **OFFICE OF THE CHIEF JUSTICE (OCJ)**

03-04-2025

What is happening at OCJ?

Court online

Members will recall that OCJ has recently introduced the court online process. The employer indicated that the project is going well, except for minor IT-related challenges. Furthermore, the employer indicated that they have rolled out training for all users of this system in all the provinces. The PSA enquired if the court rules have been amended to accommodate the court online process. The PSA indicated that they have received complaints from members who are working on the court online that they are unable to receive the statistics and report on the number of cases dealt with. The employer committed to inviting the project manager in the next meeting to address all concerns and questions by organised labour.

Organisational structure review

Members were previously informed that the implementation of the online project may necessitate a review of the organisational structure, as some positions could be affected. In the latest engagement, the employer reported minimal progress since the last meeting, attributing the delay to the recent change in Ministers and the departure of the Superintendent General. The PSA sought clarity on whether the review would be limited to employees directly involved in the court online system or extend to the entire organisation. In response, the employer indicated that the review could potentially impact the entire organisational structure, as certain roles provide essential support to employees working on the court online process. The employer committed to providing a further update in the next meeting. The PSA will continue to monitor developments and advocate for members' interests.

Occupational health and safety policy

The PSA has submitted its inputs on the draft policy and is awaiting the employer's response for further consultation. The employer has indicated that internal processes are still ongoing and that organised labour will be engaged in due course. The PSA has taken note of this and urged the employer to prioritise finalising the policy. Additionally, the PSA raised concerns about the poor condition of the building, particularly the leaking roof, which recently resulted in a partial collapse. Fortunately, no injuries were reported. The employer acknowledged these concerns and explained that one of the challenges faced by the OCJ is that the maintenance budget falls under the Department of Justice. Both parties agreed to continue discussions on OHS matters within the OHS Committee.

Hybrid model working guidelines

In the last meeting, the employer indicated that they have submitted a concept document for approval by EXCO, which will pave the way for the development of the guidelines on working remotely. The employer indicated that EXCO is having a meeting on 28 March 2025, and they will provide an update in the next meeting. The PSA noted the submission by the employer.

Acting allowance policy

Members will recall that PSA raised a concern that the provision to appoint employees to act in higher positions without remuneration will lead to exploitation. The employer reported that they are still working on a non-monetary reward policy, which will be shared with organised labour after its conclusion. The PSA noted the employer's submission.

Harassment policy

The employer brought this policy for consultation in alignment with the Code of Good Practice on the Prevention of Harassment by the Department of Employment and Labour. After the submission of inputs by the PSA, DPSA issued guidelines to departments on this matter. The PSA requested to be afforded time to check if the draft policy is in sync with the DPSA guidelines on harassment recently issued. The employer agreed to the PSA request. The PSA was granted to submit additional inputs, if any, by 10 April 2025.

Non-compliance with recruitment and selection policy

The PSA raised a concern that the employer does not comply with its policy regarding the advertising of positions on levels 1-8 internally to staff only. The employer responded that they understand the concern of the PSA, however, they are compelled by section 65 of the Public Service Regulations to advertise the positions on DPSA and internally as well. The employer indicated that, despite the positions being advertised on the DPSA website or circular, they are only considering internal applications who applied using the OCJ job portal.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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