

MEDIA RELEASE	PSA calls for probe of IPID executive leadership based on alleged mismanagement and victimisation
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The Public Servants Association (PSA) calls for the immediate investigation of the Independent Police Investigative Directorate (IPID) Executive Director, Chief Financial Officer, and Human Resources Manager based on serious allegations of victimisation, abuse of authority, and failure to comply with policies and procedures, including violations of the *Labour Relations Act* and the *Basic Conditions of Employment Act*.

Despite numerous attempts by the PSA to address related grievances through appropriate channels, the IPID has shown a lack of commitment to resolving the issues. The PSA highlighted various critical concerns. These include salary upgrades for Personal Assistants where since 2004 a directive by the Minister of Public Service and Administration required all government departments to upgrade Personal Assistants from salary level 6 to level 7. The IPID has failed to implement this directive. Collective grievances lodged in 2021 and interventions at the Departmental Bargaining Chamber have yielded no progress, as IPID continues to delay action while citing guidance from the Department of Public Service and Administration, without transparency.

Another concern relates to the IPID's non-compliance in respect of Investigator benefits. Section 23 of the *IPID Act* mandates parity in investigators' conditions of service with those of SA Police Service detectives. Despite a 2018 Labour Court ruling in favour of this parity, the IPID has persistently failed to comply, prompting multiple subsequent court orders. Most recently, on 28 August 2024, a Court Order was rescinded following claims of IT system hacks affecting notice receipt. This excuse that raises questions about the IPID's accountability.

A further concern relates to the handling of the Charl Kinnear Report. The investigation report into the death of Lieutenant Colonel Charl Kinnear was declassified without informing his family. This incident follows years of inconsistencies regarding the report's status, including previous unjustified classifications, which drew condemnation from Parliament's portfolio committee.

In addition, there are unresolved employee grievances, including claims of victimisation and unfair treatment. This highlights a persistent failure by the IPID leadership to address employee concerns through appropriate dispute resolution mechanisms. The PSA urges the Minister of Police to intervene decisively by suspending the Executive Director, the Chief Financial Officer, and the Human Resources Manager. The PSA calls for the appointment of an independent investigator to address pressing concerns, restore trust, and ensure adherence to legal and procedural standards at the IPID.

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