

Feedback Meeting: Departmental Bargaining Chamber (DBC)

Feedback on previous editions of the *Informus* bears reference.

Implementation: Settlement Agreement on Recognition of Experience of the OSD for Correctional Services Officials

It was previously reported that the employer will provide a written report on the number of pensioners that still need to be paid. During the last meeting the employer failed to provide the report but proposed that they be permitted to bring a specialist to come and address the meeting on the matter. Labour accepted the proposal as it is of the view that a specialist will be able to answer specific questions in this regard.

Travel and subsistence policy

Members were previously informed that the DBC discussed the new requirement that all meal claims be supported by a receipt as this is a requirement from National Treasury. The PSA requested to meet with the office of the CF, to discuss the special circumstances DCS works under, to obtain deviations from the requirement to produce a receipt to claim for meals. The employer indicated that the office of the CFO will be engaged, and they will be requested to attend the next DBC meeting.

Correctional Centres

The PSA previously placed an item for discussion at the last DBC which relates to workplace issues at Correctional Centers.

The employer was requested to provide the following statistics:

- The approved bed space per Correctional Center
- The number of offenders per Correctional Center (lock up number)
- The approved official structure per Correctional Center
- The vacancies at each Correctional Center

The employer agreed that that a senior manager will be invited for a multi-lateral discussion on the matter between all parties.

Re-employment of ex-officials

The PSA placed an agenda item on the re-employment of ex-officials. Reports show that the employer did not implement the re-appointment criteria consistently in all provinces. This resulted in years of service/years of experience not being considered for all and resulted in a lower salary level for certain employees. The employer proposed that a special multi-lateral meeting be convened between parties to find an amicable solution. The PSA agreed to the special meeting hoping that the meeting will resolve the matter urgently.

Pay Progression

Members raised queries on the reasons why the previous financial year's pay progression were not paid to qualifying members. The PSA brought this to the attention of the employer and intended to declare a dispute. However, before the dispute could be declared, the employer requested time to first investigate the matter and provide a report on the total outstanding number of employees who must still be paid. Parties agreed that a special meeting will be arranged in the coming month to receive the feedback report from the employer.

Exceeding 30% overtime threshold

The PSA is aware of the unique working circumstances in Correctional Centers. These circumstances lead to members exceeding the 30% threshold on overtime and therefore do not qualify to receive payment for all the overtime that they have worked. The PSA is of the opinion that the Department can approach the DPSA and obtain approval to deviate from the 30% threshold due to its unique circumstances. The employer requested time to obtain a mandate from its principals on the demand of the PSA. A response will be provided at the next meeting.

Members will be kept informed of further developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to Covid-19 a safe and speedy recovery.

GENERAL MANAGER