

Feedback: Facilitation

Members have been informed about this issue in previous editions of the *Informus* (copies can be obtained from the PSA's website on www.psa.co.za or from any PSA Provincial Office).

Review of job titles/job functions

Members will recall that the PSA demanded that the employer should absorb employees who were performing functions higher than what they were appointed for. It was also demanded that the process should be expedited, and that the employer pay affected employees accordingly. The employer reported that its principals are still considering the demand as it involves funding. A progress report will be provided in the next Chamber meeting. The employer further reported that the submission to address this matter was at EXCO for approval. The PSA afforded the employer until 30 June 2021 to finalise this matter. Failure to comply with the demand will result in PSA exploring remedies at its disposal to get a solution to the matter.

Maintenance Officers

This item was tabled by the PSA, demanding a transfer of Maintenance Officers from the Department of Justice to the National Prosecuting Authority (NPA). The PSA received information from members that they were reporting to the wrong employer in terms of the *Maintenance Officers Act*. The PSA demanded the transfer of the members to the correct employer, which is the NPA. The employer stated that on principle it agrees with the PSA and was awaiting approval from its principals. Subsequently, the employer reported that Maintenance Officers were correctly placed in the Department of Justice and the matter was referred for facilitation. The PSA and the employer could not reach agreement on the interpretation of the *Act* and the PSA will pursue the matter further through alternative means.

Shop stewards leave

The item was tabled by the PSA, demanding that the employer should approve leave for its shop stewards. The PSA received complaints from shop stewards that when they apply for leave the employer always reject this, citing non-recognition. The PSA engaged with the employer without success. There was also no resolution in the Bargaining Chamber with the employer and the PSA referred the matter to facilitation. Facilitation took place on 31 May 2021. The employer stated that it does approve leave for shop stewards and will only reject names that are not on the provided list of shop stewards. The PSA disputed the employer's response, and the matter was remitted to the Bargaining Chamber for further

engagement. Shop stewards who still experience the rejection of leave, after their names were submitted to the employer, are requested to get assistance from their respective PSA Provincial Offices.

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

Members will be informed of developments.

GENERAL MANAGER