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FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

31-10-2024

Feedback: CIPC Special Bargaining Forum Meeting

Review of Bargaining Forum Constitution

A special meeting of the Bargaining Forum was held to discuss draft amendments to the Constitution of the CIPC National Bargaining Forum. Discussions are still at an early stage, and parties were unable to reach an agreement on proposals regarding the definition and classification of the "bargaining unit." Currently, the Constitution defines the bargaining unit as "all employees up to and equivalent to level 12." Management initially proposed changing this to "all employees who are on Peromnes salary grade 8 to 12," and later adjusted it to "all employees who are on Peromnes salary grade 7 to 12."

The PSA believes that limiting the bargaining unit to Peromnes salary grades 8 to 12 excludes many employees who are currently included. The employer argues that a more accurate translation to the new Constitution would be to define the bargaining unit as Peromnes salary grades 6 to 12. The employer, however, contends that Peromnes grade 6 is designated for senior management and should not be included in the bargaining unit. The PSA countered that within Peromnes salary grade 6, there are both senior and non-senior management employees, asserting that non-senior managers should remain part of the bargaining unit.

Parties could not agree on whether non-SMS employees on Peromnes salary grade 6 should be included. They agreed that each party would seek mandates from their respective mandate givers. The PSA plans to hold a meeting with affected members to discuss the issue and potential implications. Parties have yet to address other clauses in the Constitution, as they believe that the bargaining unit definition affects critical aspects such as eligibility for shop steward elections.

Members will be kept informed.

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

Reuben Maleka
GENERAL MANAGER