

FOR PSA MEMBERS: DEPARTMENT OF CORRECTIONAL SERVICES (DCS)

06-11-2024

## What is happening at Department of Correctional Services?

### Outstanding 1.5% pay progression - 1 July 2023

Members will recall that the PSA issued various editions of the *Informus* regarding the outstanding 1.5% pay progression owed to members by the DCS (copies available on the PSA website and from PSA Provincial Offices).

The outstanding pay progression shortfall is as a result of PSCBC Resolution 2/2023 (adjustment of salaries in public service) and was due on 1 July 2023. This item was discussed at several Departmental Bargaining Chamber and bilateral meetings between the DCS and the PSA. The DCS made several undertakings to effect payment but failed to do so. The impact of the failure by the DCS to implement the pay progression for successive years is that forthcoming salary adjustments are calculated on wrong salary scales, creating an anomaly. As a result, the PSA has declared a dispute with the Public Service Coordinating Bargaining Council for the enforcement of the collective agreement. Furthermore, on 4 August 2024, the PSA leadership met with the Minister of Correctional Services and the outstanding pay progression item was discussed. The Minister gave an undertaking to attend to the matter.

### Implementation of pay progression: 2023/24-financial year - 1 July 2024

The DCS failed for the second subsequent year to effect payment of 1.5% pay progression, which was due to members on 1 July 2024. The PSA has written a letter to the DCS, demanding reasons for its reluctance to settle the shortfall and has given it until 7 November 2024 to respond. Failure to provide a satisfactory response, the result in the PSA considering other remedies available to ensure compliance with the collective agreement that regulates the pay progression.

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

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