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SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

19-08-2024

Feedback: DCS Departmental Bargaining Chamber – 8 August 2024

GPSSBC Resolution 2/2024 (Special Leave Policy)

The employer reported that according to clause 3.6 of the DBC Resolution 2/2010, the different sporting codes are covered, and employees are expected to be given employee time off for training. The employer indicated that it intends to enquire with the Council if the signed GPSSBC Resolution 2/2024 would encompass the provision of the Departmental Resolution. In the main, the Departmental Resolution provided for the following:

- Maximum of ten working days for sporting activities per annum
- Employees who participated in Departmental Championships were regarded as being on sport duty, and employees were provided with seven days to a maximum of two championships per annum.
- Regional Commissioners were empowered to consider granting an additional five days per championship for trials and preparations.

The employer committed to providing feedback at a special DBC regarding the response from the Council on the matter. The PSA noted the submission by the employer and will await feedback.

Review: DCS disciplinary code

The DBC is busy reviewing the disciplinary code and procedure to align it with developments in the labour-relations environment. Already the PSA solicited inputs from members in September 2023 and some of the inputs were considered. The process to complete the consultation was halted because of the scheduled PSCBC salary negotiations. However, parties agreed to submit suitable dates to finalise the process. The PSA proposed that parties must convene virtual workshops across various regions to explain the amendments on the policy. The employer indicated that it would consider such options, including virtual workshops.

Grievance procedure

The DBC is busy reviewing the grievance procedure policy to align it with developments in the labour-relations environment. Already, the PSA solicited inputs from members in September 2023 and some of the inputs were considered. The process to complete the consultation was halted by the scheduled PSCBC salary negotiations. However, parties decided to submit suitable dates to finalise the process.

The PSA proposed that parties must convene virtual workshops across various regions to explain the amendments on the policy. The employer indicated that it would consider such options, including virtual workshops.

Pay progression of 1.5%

It was previously reported that there was a short payment of 1.5% for pay progression to certain employees when the employer implemented the COLA for 2024-financial year. The employer admitted that it owes these employees and that it will affect payment on or before the end of September 2024. The PSA noted the submission by the employer but indicated that the matter has been outstanding for a long period. The PSA would appreciate it if the employer could live up to its promise to effect payment. The PSA will invoke section 17 of the GPSSBC governance rules should the employer continue to delay implementation of pay progression payments.

SANDF recruitment

The PSA demanded that the former SANDF members should be provided training that will make them fully equipped DCS members wherein they will have a basic training certificate and will be able to work anywhere in Correctional Centers. The employer complied with the demand that a special curriculum was designed and officials who were found to be competent were awarded the certificate and now qualify to work in all areas of Correctional Centers. The curriculum will be rolled out to all former SANDF members until they are competent. The item was removed from the agenda.

Absorption of learners

The employer absorbed learners who were participating in learnership in the Department in April 2024, however, there are learners who were not absorbed because they had outstanding disciplinary hearings and criminal matters. Amongst the learners who were not absorbed owing to the above, were four PSA members of whom three were already absorbed and only one is outstanding. An enquiry was made, and it was indicated that the remaining member will be absorbed before 16 August 2024. The matter remains on the agenda for reporting.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER