

Feedback: IPID Annual General Meeting and Departmental Bargaining Chamber Meeting - 1 October 2024

The Annual General Meeting for the IPID was held on 1 October 2024, where vote weights were presented as follows, noting that the PSA is the majority Union:

PSA: 250 members (70%)

Popcru: 92 members (25.99%)

Nehawu: 12 members (3.39%)

Review of GPSSBC Resolution 2/2012 - Governance Rules

The Council reported that the process of reviewing GPSSBC Resolution 2/2012 is underway and invited inputs from parties.

Implementation of Section 23 IPID Act benefits

Members are aware that employer appealed the Labour Court judgement that was in the PSA's favour to force the employer to implement the benefits to Section 23 of the *IPID Act 1 of 2011*. Subsequently, the matter was set down on 28 August 2024 where the Labour Appeal Court granted the employer an opportunity to pursue rescission application. The Court process is underway.

Drafting and implementation: Sexual harassment policy

The employer reported that the DPSA has circulated a sexual harassment policy for implementation by state departments. The employer further indicated that the said policy is also applicable to IPID, therefore there is no need to draft a separate policy. The PSA requested for a copy of the DPSA policy to ascertain applicability to the IPID environment. The PSA awaits the employer's compliance in this regard.

Salary levels: Personal Assistants

Members are aware that the DPSA previously issued a directive directing all departments to migrate all Personal Assistants to SL7, which the IPID could not implement. The IPID reported that the DPSA and Civilian Secretariat for Police Services (CSPS) could not respond to letters requesting assistance. Subsequently, parties agreed to meet on 31 July 2024. The employer failed to arrange the said meeting without any communication to the PSA. Hence the PSA condemned the employer's laxity pertaining to

this matter that has an adverse effect on members. Subsequently, parties agreed to have a multilateral meeting on or before 8 October 2024.

Organisational structure

Members are aware that the PSA requested the approved organisational structure. Surprisingly, the employer provided unsigned structures, which were rejected by the PSA. The employer undertook to go back and get the structure signed and will share the same with the PSA.

Tabling of policies

The employer tabled the abscondment and bursary policies respectively to ensure effective administration of bursaries and consistently dealing with matters pertaining to abscondment. Members are urged to peruse the *attached* policies and provide inputs to Prince Mthombeni at prince.mthombeni@psa.co.za and/or Velucia.maluleke@psa.co.za on or before **15 October 2024**.

Injury on duty processes

The employer failed to provide report as agreed in the previous meeting, instead it requested that the matter to be deferred to a multilateral meeting, which was uncomfortably agreed to by the PSA, noting the employer's shenanigans when dealing with employees' issues. Parties agreed to meet on or before 11 October 2024.

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