

FOR PSA MEMBERS: **INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

22-07-2024

Feedback: IPID Departmental Bargaining Chamber meeting - 16 July 2024

The previous *Informus* refers (copy can be obtained from the PSA's website at www.psa.co.za or at PSA Provincial Offices).

Implementation: Section 23 of IPID Act 1 of 2011

It was previously reported that the PSA lodged a court application to force the employer to implement the benefits in terms of section 23 of the *IPID Act 1 of 2011*. The employer previously indicated that it was unable to implement all the benefits in full owing to financial constraints. Benefits include the provision for remuneration and conditions of service, GEMS benefits to those on the POLMED scheme, etc. In 2018, the Labour Court ruled in favour of the PSA and ordered the employer to implement the benefits in full. The employer challenged the ruling, and the matter is still underway at the Labour Appeal Court. The matter is set to be heard on 28 August 2024. In the interim, the employer refuses to discuss this item in the Chamber, indicating that the matter is *sub judice*. The PSA indicated that it is in the interest of the employer to resolve this matter amicably and timeously to ensure a satisfied and motivated workforce, therefore, it is the interest of the department to discuss the matter even though it is being litigated in court. The matter can still be withdrawn from the roll should parties reach an agreement. Unfortunately, the employer refused to discuss the item.

Salary levels: Personal Assistants (PAs)

It was previously reported that the DPSA issued a directive on 26 March 2004, directing all public service departments to migrate all Personal Assistants to salary level 7. The IPID management indicated that it had difficulties implementing the directive. As a result, it commissioned an investigation to determine the way forward. After investigations, the employer drafted a submission on 21 February 2024 and addressed it to the DPSA and the Civilian Secretariat for Police Services (CSPS), seeking clarity on certain issues and requests for assistance. The employer did not receive feedback from the two departments. The PSA noted the report and demanded that a meeting be scheduled between IPID, DPSA and CSPS to discuss this matter as it has been outstanding for a long time. Parties agreed to meet on 31 July 2024.

Organisational structure

It came to the attention of the PSA that IPID approved an organisational structure without consulting labour. The PSA raised a complaint about the process followed and the employer apologised and

promised to consult in future. The employer undertook to deliver a valid structure on or before 19 July 2024.

Failure by IPID to adhere to *OHS Act 85 of 1993*

The PSA raised a concern that on 6 June 2024, there were water and electricity shortages at the IPID building and PSA requested the employer to release employees. The employer indicated that it had sent a communique for employees to be released. Parties agreed to improve communication with employees and adhere to the *OHS Act* on safety issues.

Injury-on-duty procedure

The PSA requested the employer to provide the report regarding injury-on-duty (IOD) cases at IPID. The report must include policy/procedure utilised to resolve IOD cases and statistics on IOD cases resolved between April 2023 and March 2024. The employer promised to revert on or before 31 July 2024.

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.

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GENERAL MANAGER