

FOR PSA MEMBERS: OFFICE OF THE CHIEF JUSTICE (OCJ)

18-11-2024

OCJ Departmental Bargaining Chamber (DBC) meeting - 12 November 2024

Court Online and organisational structure review

The employer provided an update on the Court Online initiative and the revised project plan (*attached*). It confirmed that a report on the number of people trained on the Court Online system would be shared by 15 November 2024. Additionally, the employer informed the PSA that a request was submitted to the Chief Justice, as head of the judiciary, to approve the commencement of the organisational structure review. The review will only proceed once the Chief Justice grants approval. The PSA acknowledged the employer's update and indicated that it would provide input or raise concerns regarding the online project after reviewing the forthcoming report. The PSA also requested that invitations to task team meetings be sent directly to its chief negotiator to ensure effective representation.

Recruitment and Selection Policy

Members will recall that the contentious issue was the refusal of the employer to allow unions to observe in shortlisting and interviews. The employer indicated that it engaged its principals on the PSA's request, but the position of the employer remains unchanged. The PSA noted the employer's submission with disappointment and referred this matter for facilitation, which is dispute prevention mechanism, that will be administered by the GPSSBC.

Occupational Health and Safety Policy

The employer indicated that it received input from organised labour on the draft policy and was still busy with internal processes. The employer committed to sharing the draft policy with inputs with organised labour for further consultation as soon as it was done with the consolidation of inputs.

Hybrid model working guidelines

The employer presented a concept document on hybrid working arrangements (*attached*) and invited organised labour to provide inputs. The inputs received will be integrated into the document, which is scheduled for submission to EXCO on 26 November 2024 for consideration. The purpose of the document is to advocate for the implementation of hybrid working arrangements at the OCJ.

Members are requested to submit their inputs by **22 November 2024** to amacmaster@judiciary.org.za.

Study Assistance Policy

The employer indicated that it was still engaging its principals on PSA's request to have the number of textbooks to be increased from R3 000 to R5 000 and will provide feedback before the end of the year. The PSA noted the employer's submission.

Acting Allowance Policy

The employer indicated that after the concerns by the PSA that the provision to appoint employees to act in higher positions without remuneration would lead to exploitation, it was busy developing a non-monetary reward policy. The PSA committed to share two non-monetary reward policies of other Departments to assist the employer with benchmarking.

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