

FOR PSA MEMBERS: **PUBLIC PROTECTOR SOUTH AFRICA (PPSA)**

22-10-2024

## Feedback: PPSA Bargaining Forum Meeting

### Cell phone and data allowance

The PSA received numerous complaints from members regarding the employer's sudden decision to stop paying the cell phone and data allowance to employees. The PSA urgently tabled this matter in the Bargaining Forum. The PSA demanded the reinstatement of the allowance to ensure that employees can effectively perform their duties. The PSA is concerned that this unilateral action by the employer could negatively impact service delivery at the Public Protector's Office. Despite raising the issue, the employer provided no reason for discontinuing the allowance during the Bargaining Forum. This lack of transparency raises further concerns about the management of essential employee resources. In response, the employer indicated that it would consult its principals and revert to the PSA with a resolution on or before 25 October 2024. The Public Protector herself has informed the Portfolio Committee in Parliament that employees are receiving this allowance, which underscores its importance in enabling staff to perform their responsibilities efficiently. The PSA hopes that the employer will respond favourably to the demands and restore the allowance promptly. Failure to do so may lead to unnecessary disputes, and the PSA will not hesitate to escalate this matter by reporting it as maladministration to the Speaker of Parliament if it remains unresolved. The PSA is committed to protecting the interests of members and ensuring that employees are provided with the necessary tools to deliver a quality public service.

### Performance Management Development System (PMDS)

It has come to the PSA's attention that PMDS for the 2022/23-financial year was not completed by the employer. The PSA engaged the employer in bilaterals and in the Bargaining Forum, demanding finalisation of PMDS assessments. The employer stated that employees will get paid on or about 25 November 2024. It further stated that it would want to finalise the 2024/25 process on 30 November 2024 but was disturbed by late submissions. The PSA urges members who have not yet submitted their assessments to do so by 29 October 2024.

### Workload of Investigators

The PSA raised serious concerns in the Bargaining Forum regarding persistent vacancies in Investigator positions. The PSA has demanded that these vacancies be filled as a matter of urgency, as the continued shortage of staff places an unfair burden on existing employees who are forced to carry an increased workload. The PSA is extremely concerned that this overworking of employees will lead to burnout and negatively impact their health and well-being. The ripple effect of this staffing shortage will be felt in the

overall performance of the institution, as delays in finalising cases will further exacerbate the backlog and hinder the ability of the Public Protector's Office to fulfil its Constitutional mandate.

In response, the employer indicated that the non-filling of vacant positions was owing to cost-cutting measures imposed by National Treasury. The PSA, however, demanded that the employer must engage with National Treasury to uplift the moratorium on the filling of posts, as this is critical to ensuring the Office operates efficiently and in the public interest. The employer has committed to providing a response in the next Bargaining Forum meeting, after consulting with National Treasury. The PSA remains committed to advocating for the proper resourcing of the Public Protector's Office, ensuring that employees are not overburdened, and that the institution can deliver justice swiftly and effectively to the South African public.

### **Release of FTSS/FTOB**

The PSA tabled this matter to conclude a collective agreement with the employer to release Full-Time Shop Stewards and Full-Time Office Bearers. The objective is to allow the FTSSs and FTOBs to be excused from their normal duties and engage solely in the PSA's duties until the end of their term. It will also assist in avoiding several challenges faced by them when performing Union duties. FTSSs are paid by the employer to occupy an office as shop steward or office bearer to oversee workplace harmony and democracy. The employer noted the PSA's demand and will respond in the next meeting after consultation with its principals.

Members will be informed of developments.

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.

Reuben Maleka

**GENERAL MANAGER**