



FOR PSA MEMBERS: DEPARTMENT OF CORRECTIONAL SERVICES (DCS)

14-03-2025

## Feedback: DCS Departmental Bargaining Chamber meeting

### **Disciplinary Code and Procedure: GPSSBC Resolution 1/2006**

Parties are in the process of reviewing the disciplinary code and procedure. It was agreed that engagements on the review will take place in March 2025.

### **Task Team on insignias**

The employer provided verbal feedback, which the PSA rejected, requesting a written report. Following extensive deliberations, parties agreed to resuscitate the task team on insignias.

### **Reclassification: Correctional Centres**

The employer is in the process of reclassifying Correctional Centres. The PSA raised concerns about the prolonged process, emphasising its negative impact on service delivery. The matter was deferred to the next DBC meeting, with the PSA requesting the employer to share the working document prior to the meeting.

### **Shortage of staff**

The PSA requested the staffing ratio of the Department and urged the employer to fill vacant positions, highlighting the security risks posed by staff shortages. The employer committed to filling the positions. The matter was deferred to a special DBC meeting.

### **Danger allowance**

The PSA called on the employer to discuss and clarify the qualifying criteria for the danger allowance to ensure that only eligible officials receive the payment. The matter was deferred to the next Chamber meeting.

### **DCS Macro and Microstructure**

The macrostructure has been finalised, and the employer is currently consulting internally on the microstructure. Once internal consultations are complete, the structure will be tabled at the Chamber for further engagement.

### **Circular to defer payment of overtime and certain allowances**

The PSA raised concerns about a circular issued by the employer to defer payment of overtime and certain allowances. The employer also deactivated Persal functions responsible for processing these payments without consulting organised labour. The PSA demanded that the employer must withdraw the circular and reactivate Persal functions, arguing that allowances are regulated by collective agreements and policies, and unilateral decisions on such matters are unacceptable. The employer refused to comply, citing the *PFMA* as its authority to manage expenditure. In response, the PSA invoked Clause 17 of the governance rules and requested facilitation from the Council. The PSA urged that the matter be prioritised, as the non-payment of overtime and allowances could lead to financial difficulties for officials, impacting their ability to report for duty. This, in turn, would pose a security risk at Correctional Centres. The PSA also stressed that delaying the matter until April 2025 would render it moot, as the circular would have expired by then.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER