



FOR PSA MEMBERS: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
(DoJCD)

03-03-2025

Feedback: DoJCD Departmental Bargaining Forum (DBC)

Functionality of chamber

Members will recall that an intervention meeting was held on 2 February 2025, chaired by the General Secretary of the GPSSBC, to assist in reviving this Chamber. Following this, parties agreed to convene a DBC meeting to re-establish its operations. All parties reaffirmed their commitment to ensuring the Chamber functions effectively. Given that several agenda items have been outstanding for over two years, parties agreed to address some of these issues in the meeting whilst referring others to a task team for further deliberation. It was further agreed that the DBC meeting scheduled for 13 March 2025 will serve as a task team meeting to specifically deal with the deferred items.

State Attorney's building – Johannesburg Office

The PSA raised concerns regarding non-compliance with the *Occupational Health and Safety Act* and Regulations at the State Attorney's Johannesburg office, highlighting risks to employee health and safety. The employer proposed the establishment of a task team to conduct an inspection and compile a report on the building's condition. The PSA supported this proposal, given the absence of an OHS committee in the Department. The task team is scheduled to visit the Johannesburg office on 6 March 2025, after which a report will be compiled.

Maintenance officers

The PSA indicated that Maintenance Officers hold the same qualifications as Prosecutors but receive lower remuneration. As a resolution, the PSA proposed that Maintenance Officers be transferred to the National Prosecuting Authority (NPA) to ensure salary parity. The employer acknowledged the submission and committed to presenting its position on the matter during the task team meeting on 13 March 2025.

DoJ Macro structure

The PSA expressed dissatisfaction with the approval of the Department's organisational structure, citing a lack of meaningful consultation with organised labour. The PSA raised concerns that the structure's implementation may negatively impact employees and demanded a review of the macro structure with proper engagement. The employer committed to consulting its principals and providing feedback at the 13 March 2025 meeting.

Labour representation in recruitment

The PSA demanded organised labour representation in recruitment processes to promote fairness, transparency, and adherence to best practices. The employer noted the submission and agreed to consult its principals before providing feedback on 13 March 2025.

NPA: Regional Communications Managers' job evaluation

The PSA raised concerns about the increased workload and responsibilities of Regional Communications Managers and reiterated the need for their job evaluations. The employer acknowledged that evaluations could not be conducted two years ago owing to government's procurement of a new job evaluation system, which was only introduced last year. The employer committed to prioritising the evaluation of these positions and will provide an update during the 13 March 2025 task team meeting.

NPA: Draft Subsistence and Travel Policy

Following previous requests for input on the draft subsistence and travel policy, the PSA engaged with the employer in two task team meetings. However, the employer failed to accommodate all PSA-proposed amendments without providing justification. As a result, the PSA invoked section 17 of the GPSSBC *Governance Rules* for Chambers to escalate the matter for facilitation.

Employees interested in joining the PSA can visit the PSA website or contact PSA Provincial Offices for more information.

Reuben Maleka
GENERAL MANAGER