



FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION (IDC)**

07-02-2025

Feedback: IDC Bargaining Forum meeting

Retention scheme payment

The PSA tabled this matter after receiving complaints from members that certain employees received money from the employer referred to as a retention bonus. The PSA questioned the criteria used and raised displeasure that there was no transparency in the process. The employer indicated that this is a common practice done to retain skilled workers as the IDC has lost skilled workers over the years. The employer indicated that there was no need to have a policy on retention of skilled workers. Parties agreed that the employer will address PSA members on the matter in a meeting for PSA members within the next two weeks.

Withdrawal of benefits

Members will recall that the employer unilaterally withdrew gym and golf membership for employees in the M-band. The PSA demanded the re-instatement of the benefits because there was no consultation done with employees. Parties agreed that the employer will escalate this matter to its principals and call for a special Bargaining Forum meeting for feedback.

Directive 8

The employer made a presentation (*attached*) on this matter regarding the screening of current and prospective employees in line with a directive from the Financial Intelligence Centre. The essence of the presentation is to request the PSA to encourage its members to take part in the upcoming voluntary disclosure process from 11 February to 24 February 2024. The PSA did not accept the request (to encourage its members) because it is unclear what repercussions members will face if they are found to be in the wrong in any three areas being screened.

Integration of information management project

The employer indicated that it intends to undertake a project to digitalise its information and move away from physical information. The employer indicated that the most affected unit will be Records Management, however, some units may also be affected to a lesser extent. The employer assured the PSA that there will be no job losses because of this project. Parties agreed to establish a task team to engage further on this matter.

Organisational culture survey

The employer indicated that the culture survey that is ongoing has low participation at around 35% of the staff complement whilst 60% participation will be ideal. The PSA indicated it was not surprised by the low participation because members raised their reservations about the survey, *i.e.*, the survey does not allow employees opportunities to state their views. The employer noted the concerns of the PSA and indicated that employees will be granted an opportunity to state their views at a later stage because culture surveys are not a once-off event but are continuous.

Proposed changes: Employment Relations policies

The employer made a presentation (*attached*) proposing to do away with legal representation in internal disciplinary cases. On the grievance procedure, the employer is proposing to increase the timeframes slightly at various stages of the process for practical purposes. The PSA noted the proposed amendments and indicated that it will share the presentation with members for inputs and thereafter engage the employer on the proposed changes. Members are requested to submit their inputs on the proposed changes to: Sibongisenim@idc.co.za by **14 February 2025**.

Consultation principles

The PSA brought this item because the employer's unilateral implementation of certain decisions citing that it has the prerogative to manage, which includes taking certain decisions without consulting the Union. Parties agreed on the need to agree on consultation principles that will guide parties on which matters require consultation. The PSA committed to send a draft document to the employer by 28 February 2025.

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