



FOR PSA MEMBERS: INDUSTRIAL DEVELOPMENT CORPORATION (IDC)

09-04-2025

Feedback: IDC Bargaining Forum

Retention scheme payment

In the last meeting, parties agreed that the employer would address PSA members in a meeting to outline the criteria used and the rationale of this scheme. The said meeting was held on 28 March 2025, however, the reasons and criteria outlined were rejected by members. The PSA indicated that it reserved its right to explore other avenues to resolve this matter.

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 The PSA demanded the reinstatement of the withdrawn benefits. In a special bargaining forum meeting on 27 March 2025, the employer committed to escalating the demand to its principals and revert to the PSA by 15 April 2025. The PSA will await the response from the employer after the consultation with principals.

Integrated information management project

Members were previously informed that the employer indicated that the IDC intended to undertake a project to digitalise information and move away from the use of physical information. Parties agreed to establish a task team to engage further on this matter. The PSA submitted three names of representatives who will form part of the task team. The employer undertook to provide the names of three management representatives to serve on the task team at a later stage.

Proposed changes to Employment Relations (ER) policies

Members are reminded that the employer has proposed amendments to the Grievance and Disciplinary Procedures contained in the Employment Relations (ER) Policy. These proposed changes were previously communicated to members for consideration and input. With regard to the **Grievance Procedure**, the employer is suggesting slight increases to the timeframes at various stages of the process. The rationale provided is to allow for more practical and manageable implementation of the procedure. In terms of the **Disciplinary Code**, a significant change proposed by the employer is the removal of legal representation during disciplinary processes. This would mark a departure from the current provision that allows for such representation under certain circumstances.

Although no inputs were received during the initial consultation period, the employer has agreed to grant the PSA additional time to collect and submit inputs from members. Members who still wish to provide input on the proposed changes are encouraged to submit their comments to Sibongisenim@idc.co.za by no later than **11 April 2025**. Your feedback is important in ensuring that the final policy reflects the interests and concerns of employees.

Agency-fee agreement initiated by PSA

The PSA has initiated a process to conclude an agency-fee agreement with the IDC. This agreement seeks to ensure that employees who are not members of the PSA, but who nonetheless benefit from the outcomes of collective bargaining, contribute an amount equivalent to the PSA's membership fee. In line with *section 25 of the Labour Relations Act*, the agency fee must be deducted by the employer and paid over to the Union. The funds will be used to advance and protect the socio-economic interests of workers, as prescribed by the legislation. The PSA has committed to submitting a draft agreement to the IDC by 25 April 2025, as part of formalising this process and ensuring fairness in the application of negotiated benefits.

Quarterly ER report

The employer presented a quarterly Employment Relations report comprising of grievances, misconduct, and incapacity cases. The PSA noted the report but raised concerns regarding the inordinate delay and time it takes to resolve matters. The PSA submitted that the delay goes against the principle of speedy resolution of disputes or cases and that may lead to unfairness. The employer noted the concerns of the PSA and committed to attend to the concerns.

Alternative energy demand

Members will recall that this item was tabled when the country consistently experienced high stages of load shedding daily. The PSA indicated that, owing to time constraints, this item was not dealt with in a members' meeting on 28 March 2025 for a proper mandate. The PSA committed to engage its members and provide feedback in the next week whether or not to pursue this item further.

Relationship by Objective (RBO) update

Parties provided an update on the RBO session that was held on 4 and 5 March 2025. Parties acknowledged that whilst the session was productive, there is a need for another session to conclude outstanding matters to ensure alignment on all matters. Parties agreed to have the alignment workshop in May 2025.

Bidding for IDC cars

The PSA raised serious concerns regarding the ongoing vehicle-bidding process facilitated by the employer. The concerns centred around the high registration fee of R5 000, which the PSA argued is unaffordable for many employees and may result in exclusionary participation. In addition, the PSA highlighted potential conflicts of interest, noting that employees involved in administering the bidding process were also reportedly participating as bidders. The PSA maintained that these issues undermine the transparency and fairness of the process. As a corrective measure, the PSA demanded that the registration fee be reduced significantly from R5 000 to R500. The PSA also called for the current bidding process to be placed in abeyance and recommended that the process be outsourced to an independent service provider. The PSA further argued that this would help restore confidence in the process and ensure impartiality.

In response, the employer indicated that the initial round of the bidding process had already been postponed and that further delays would not be feasible. The employer assured the PSA that the bidding system in use was reliable and independent, and that it had undergone an audit. Furthermore, the employer clarified that only one employee was responsible for operating the bidding system and that this individual was explicitly prohibited from participating in the bidding process. However, the employer did not agree to reduce the registration fee as requested.

Following engagement between parties, it was agreed that the employer would demonstrate the functionality and reliability of the bidding system to the PSA. Additionally, the employer committed to presenting the audit outcomes and findings related to the system and bidding process for the last financial year. The PSA will continue to monitor the situation closely to ensure transparency and fairness throughout the process.

OHS matters

The PSA bemoaned the status of the building in that it is unsafe and demanded that employees be allowed to work remotely. The PSA indicated that it has requested the Department of Employment and Labour to conduct an investigation on the safety of the building. The employer indicated that notices of compliance by inspectors were issued last month, and it has moved employees to the site of the building that was declared safe by inspectors. Parties resolved to have a meeting with the Facility Manager to deal with this matter within seven days.

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

Reuben Maleka
GENERAL MANAGER