



FOR PSA MEMBERS: **SPECIAL INVESTIGATING UNIT (SIU)**

28-03-2025

## SIU: Request for inputs on policies

It was reported to members that the PSA and the SIU are in the process of engaging in the conclusion of a recognition agreement. Whilst the process of finalising the recognition agreement is unfolding, the SIU invited the PSA for a consultation on the review of policies. Members are requested to submit inputs on the policies (*attached*) to Piet Maabane at: [smaabane@siu.org.za](mailto:smaabane@siu.org.za) **by 4 April 2025**.

### Learning and Development Policy

This is an existing policy that is due for review. There are no major changes proposed to the policy. Minor proposed changes are highlighted in red.

### Industrial Action Management Policy

This is a new policy. The draft was initiated in August 2020, but the policy was never approved. The purpose of this policy is to regulate and manage industrial actions to ensure compliance with the *Labour Relations Act*.

### Leave Policy

This is an existing policy that is due for review. There are significant proposals to the policy to align with legislation, *i.e.*, introduction of parental leave and to address gaps that were identified in the current policy. The proposed changes are highlighted in red.

### Recognition Policy

This is an existing policy that is due for review. There are no major changes proposed to the policy. Minor proposed changes are highlighted in red. The PSA raised concerns regarding this policy including that the policy does not define “excellent work” and is not clear how excellent work is being “spotted” without any biasness.

### Retirement Funding Policy

This is an existing policy that is due for review. There are no major changes proposed to the policy. Minor proposed changes are highlighted in red.

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

Reuben Maleka  
GENERAL MANAGER