

FOR PSA MEMBERS: GENERAL PUBLIC SERVICE SECTORAL BARGAINING
CHAMBER (GPSSBC) LIMPOPO

10-12-2019

Update: Provincial Departmental Task Team (PDTT) Meeting – 9 December 2019

Members will recall that in terms of PSCBC Resolution 1/ 2019, which deals with Reconfiguration of Government Departments, all sector bargaining chambers must set up structures to facilitate the process. Subsequently, the PDTT was established where the PSA has three representatives from two affected departments and the Provincial Office respectively.

Although the employer was not able to table the draft organisational structure, it presented a brief background of what transpired thus far. The employer reported that:

- A dummy structure was created to accommodate all warm bodies (existing employees) on the Persal system for two departments.
- Road shows were conducted at head office and all districts as part of information sharing to all employees.
- Two budget votes for affected departments were consolidated into one budget, which was tabled in the Provincial Legislature on 21 November 2019.
- The department was forced to manually move all employees from Community Safety to Transport Department on the Persal system to sustain their salaries and benefits following treasury instructions.
- A joint strategic planning session between the two departments was held where a draft five-year report was produced and submitted to the Office of the Premier for consideration.

The Chamber noted the report but indicated that the said progress was not recognised to be consultation with labour in terms of implementation of the Resolution as consultation will only commence upon tabling of the draft organisational structure. The employer was also cautioned that filling of positions pending the finalisation of the reconfiguration process and approval of organisational structure for the new department is not recommended. The employer can only advertise, and fill positions based on approved structure and anything to the contrary is tantamount to irregular appointment. The next meeting will be on 20 January 2020 where the employer will table the draft organisational structure. This will be circulated to all parties via the Chamber secretariat on 15 January 2020. Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER