

FOR PSA MEMBERS: INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED (IDC)

03-03-2020

What's happening in IDC?

Long-term Sustainability Plan Organisation Alignment

The employer tabled the issue of the Long-Term Sustainability Plan (LTSP) as an agenda point for information sharing with the PSA in the IDC and PSA meeting held on 2 December 2019. The PSA requested a formal presentation on the matter, which was made on 21 January 2020 where the new proposed structure was presented to the PSA.

The matter was again presented to the PSA in the meeting held on 12 February 2020. In this meeting, the employer indicated to the PSA that the intended restructuring process will be carried out in terms of section 189 of the *Labour Relations Act* as it may involve possible dismissals for operational requirements. The PSA proposed the establishment of a task team for parties to properly engage on the process in the interest of protecting members.

A task team has been established with the rules of engagement also drafted for discussion. The employer presented the draft guiding principles for the implementation of migration and redeployment of employees from the current structure to the new one. The PSA is considering the employer's draft and submitting inputs for its consideration. The employer has assured the PSA that until the guiding principles and timelines have been agreed upon, no consultation will take place other than information sharing.

Members are urged to bring any matter of concern that is related to the LTSP process to the attention of the PSA through the elected shop stewards. Members will be informed of developments.

GENERAL MANAGER