

Feedback: General Public Service Sectoral Bargaining Council (GPSSBC) Special Departmental Bargaining Chamber (DBC)

Approved DEA Macro Structure

This matter started in 2016 with the sharing of Office Administration and Administrative Officer posts amongst managers as a cost-saving measure, referred to as the “admin model”, which was then extended to include the total realignment of the organisational structure of the DEA towards an optimal structure to empower it to deliver on its mandate. The same consultants who assisted with the “admin-model” process was tasked to assist. Members were provided with information and various opportunities to submit inputs and comments. None was received.

The revised macro structure, which was submitted to the Department of Public Service and Administration (DPSA) for concurrence, was since approved and signed off by the Director-General. Labour was informed that the sign off was preceded by consultations with affected units/employees to explain the changes. However, after the approval, it was discovered that in certain instances affected employees were not consulted and management instructed that the consultation process be re-opened to ensure that all affected employees are consulted. Should there be a need, adjustments might still be made to the structure.

In general, the presentation by the employer confirmed that there would be no retrenchments or relocation of employees but that in some instances the names of Branches/Directorates might change. This could have an impact on reporting lines of employees. Salaries and conditions of service will not be negatively affected. However, labour was provided with an opportunity to present any inputs or concerns to the employer for discussion in the next DBC.

The approved structure was circulated to the PSA shop stewards and members are welcome to approach them for a copy and to submit concerns/inputs to be presented to the employer, to Ms J van der Merwe at jenny.vdmerwe@psa.co.za by **no later than 5 March 2019**, failing which it will be assumed that the matter is concluded and can be removed from the agenda of the DBC.

GENERAL MANAGER