

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE
(DPWI)

30-08-2019

Review: Senior Management Services appointment

The PSA drafted a letter to the Minister of Public Works and Infrastructure (dated 14 August 2019) and disclosed how it was disturbed by media reports indicating that she intends or has already approached the court to set aside alleged irregular appointments of some SMS employees that were made between 1 April 2017 and March 2018.

The PSA is of the view that the Minister should have engaged labour at the relevant statutory structures prior to going to the media and taking drastic steps against those employees. The PSA urged the Minister to observe the processes of the bargaining range, which amongst others, include information sharing and consultation when dealing with employer-employee matters similar to this one. The Minister was further urged to refrain from engaging the media on employer-employee matters without unions' involvement as such conduct does not contribute to sound labour relations.

The PSA received the Minister's response in which she confirms to be committed to promote good working relations with labour, including the PSA. She disclosed that the process relating to irregular appointments was started by her predecessor. She only continued it after being assigned the Department as part of her responsibilities. She encouraged the PSA to share similar commitment regarding the fight against fraud and corruption in Government and DPWI in particular.

The Minister's response is silent on the PSA's request for an urgent meeting. A reminder will be sent to her to ensure that these issues are adequately addressed and resolved.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER