

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION  
(DPSA)

07-12-2020

## Feedback: Special Departmental Chamber Meeting (DBC)

A special DBC was convened as a directive from the GPSSBC General Secretary to take the process forward where the employer was required to share with labour the approved organisational structure. The employer was also requested to share with Labour an updated list of vacant funded positions. The outcome is as follows:

### **Review: DPSA organisational structure**

The employer shared with labour the approved organisational structure where it reflected the following:

- There are 273 employees who need to be placed to the Microstructure.
- There are 25 employees whose functions are no longer part of the new structure and those employees were given an opportunity to identify alternative positions in the new structure.
- 15 of those employees are on a Deputy Director Level.
- 10 are on an Assistant Director level.

Once they have identified their choices, which need to be relevant to the job requirements, such choices will have to be approved by the Director-General (DG) of the DPSA.

Employees were placed into the structure based on their job fit and out of that process, placement letters were issued to employees who were also given an opportunity to indicate if they are accepting or rejecting their placements.

After the above process, 19 disputes were received, which will be subjected to a dispute meeting where those disputing their placement will be given an opportunity to motivate and demonstrate through oral presentations why they are disputing their placement. A dispute meeting will be convened before the end of the week and employees will be given an opportunity to be represented by their respective trade union representatives.

Labour requested the employer to give a breakdown on the nature of the dispute before the dispute meeting sits so that the meeting can only concentrate on disputes that will require discussions at the dispute meeting. The employer stated that out of the 19 disputes, about 11 disputes will be resolved as the issues around the disputes were submitted to the DG and employees affected will receive their responses prior to the sitting of the dispute meeting.

A revised project plan was shared with labour, which was subsequently endorsed by the meeting as a plan that will be followed right up to when everyone will be placed into the new structure. If there are delays, the employer committed to communicate such delays to labour

### **Non-filling of vacant positions**

A detailed report was given by the employer regarding the above as follows:

- There is a total of 26 SMS vacant positions where one vacant post is from the old structure with 25 vacant positions emanating from the new structure.
- The employer further indicated that some vacant posts for SMS will need to be re-prioritised to consider additional posts required in the Microstructure.
- There are 92 vacant positions in the Microstructure comprising 33 from the old structure and 59 from the new structure.

The employer tabled a status report that demonstrated the status of the recruitment process. In some instances, the report showed that some posts, especially those that are new, were awaiting a job evaluation process. This delay is as a result of supply chain processes to appoint an external service provider who will evaluate the posts.

Labour noted the report and will await more information regarding the disputes received after the employer has received the report on the appointments to be made for the 25 displaced employees.

### **GENERAL MANAGER**