

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

27-11-2020

## What's happening at the DPSA?

Members will recall that the employer tabled a proposed Microstructure to Labour on 20 June 2020. Parties further established a Task Team with set Terms Of Reference (TOR) and a project plan, which was adopted by parties. Labour subsequently invoked section 17 of the Chamber rules after the employer failed to comply with the above process and a facilitation meeting was held at the GPSSBC on 25 November 2020.

It was resolved that:

### Review of DPSA Organisational Structure

Labour noted with concern at the Chamber meeting on 28 October 2020 that the employer's commitments in relation to circulation of the approved structure after it was signed off, were not adhered to and there were no reasons given to labour regarding the non-compliance. Labour further noted that the employer failed to comply with both the signed TOR and project plan.

The following was agreed to after the facilitation process:

- That the employer will circulate the approved structure that was signed off by the Minister on 30 October 2020 to labour.
- The employer will submit a revised project plan to the Council by no later than close of business on 26 November 2020, which will be circulated to labour given that some of the dates on the initial project plan might have been overtaken by the delay on the approval of the structure on the dates stated in the initial project plan.
- Parties identified 30 November 2020 as a date for a special DBC where the employer will present to labour the above documents for further engagements and adoption.

### Non-filling of vacant positions

The employer presented a Macro structure for SMS posts that was approved. Labour raised an issue regarding posts that are on the structure and budgeted for starting from 1 April 2020. However, it came to the attention of the DBC that whilst it has created the posts, the employer is still conducting a job evaluation for the same posts. It was noticed that seven months later the posts have still not been evaluated. Labour invoked section 17 of the Chamber rules as the employer still could not provide answers as to why those positions were still not filled. The issue was part of the above-mentioned facilitation by the Council and parties agreed as follows:

- The employer committed to submit an updated report regarding the filling of the above SMS posts at a special DBC. This meeting will be convened on 30 November 2020 for further engagements before National Treasury demanded that the budget allocated to those posts as it is seemingly not required by DPSA.

The GPSSBC General Secretary further encouraged parties to enhance their communication and improve on their relations. She further warned the employer that should they fail to comply with its commitment, labour will have a right to escalate the issue through dispute resolution for recourse.

GENERAL MANAGER