

INFORMUS



FOR PSA MEMBERS: DEPARTMENT OF SMALL BUSINESS DEVELOPMENT (DSBD)

12-06-2020

Feedback Meeting: Special Departmental Bargaining Chamber (DBC)

Members will recall that it was brought to the attention of the PSA, that the employer embarked on a process of reviewing the organisational structure without engaging the PSA. The employer also arranged interim placements of employees, without proper consultation with employees nor with labour.

The PSA urgently wrote a letter to the Acting Director-General, requesting the process to be held in abeyance until meaningful consultation at the DBC level had taken place. After the employer's refusal, the matter was deliberated at a special DBC held on 25 May 2020, wherein the employer once again requested to halt the process and engage with labour. The employer requested to go back to their principals and convey labour's stance on the matter. The employer responded on 30 May 2020 and indicated that the matter cannot be put on hold and the temporary placements will thus continue.

The PSA had no choice but to request another special DBC meeting and parties then met on 9 June 2020. The employer was still adamant that the process cannot be put on hold, to allow parties to engage, even though they admitted that labour was not consulted in this regard. This was not acceptable to the PSA and the only option that was left was to indicate that parties had reached a deadlock. The PSA invoked clause 17 of the Chamber Rules, to allow the Council to intervene in this matter.

A date for facilitation is awaited from the Secretary to Council and members will be kept up to date with developments.

GENERAL MANAGER