

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

15-07-2020

Feedback: Facilitation meeting 10 July 2020

Members have been kept informed of developments through previous editions of the informus, a copy can be obtained from the PSA's website, www.psa.co.za or from the PSA Provincial Office, regarding this matter.

Members will recall that a previous date for facilitation was postponed to 14 July 2020, however, parties were able to get an earlier date and the matter was set down on 10 July 2020. During the facilitation meeting the employer admitted that the process of interim placement affected 103 employees, of which only 3 had lodged appeals against the process. The PSA raised concerns that the employer unilaterally embarked on the process of review, of the proposed structure and arrangements for interim placements, without affording labour an opportunity to engage their members about these two processes. In addition labour was never afforded an opportunity to consult on the functional structure that has since been tabled by the employer and circulated to members for them to provide their inputs.

After parties deliberated at length on the issue, it was agreed that the employer will afford labour an opportunity to engage with the employees who were affected by the interim placement arrangements. The employer will also provide labour with a list of those members to assist the consultation process with our members. Although the employer still maintained their concern, of those employees that are already placed and challenges that might emanate from the consultation process, parties agreed that the process of consultation needs to start soon.

In the interim members are still encouraged to continue providing their inputs on the functional structure document that was circulated earlier this month.

Members will be kept up to date with developments in this matter.

GENERAL MANAGER