

## Feedback: Special MANLAB Meeting

A special MANLAB Meeting was held on 20 September 2021 to consult on the implementation of the approved organisational structure of the Department. Sadly, the employer's presentation was not accurate and void of truth as allegations of prior consultations could not be verified. The presentation laid bare the fact that the Head of Department, approved the project plan for implementation on 30 July 2021 without proper consultation, although the employer tried hard to convince parties that consultation took place.

Upon further engagement by the PSA, it became apparent that there was no consultation, and the employer admitted to their failure to consult in a majority of matters. The admission confirmed what the PSA observed and raised all along, that the employer is single handedly restructuring without the involvement of labour, which is unprocedural. Therefore, the PSA advises its members at Head Office, Districts, and Cost Centers to reject the implementation of the new structure in its current form until the employer conducts proper consultation as required by law. It should be noted that if the situation is allowed to continue unchallenged, members will certainly be disadvantaged during the placement. The PSA strongly condemns this action by the employer.

The PSA will subsequently escalate the matter to the Office of the MEC to alert him of this unprocedural conduct taking place in his Department and will further table the matter at the Chamber.

For further information, members can contact the Labour Relations Officer, Mike Mkhize at [mike.mkhize@psa.co.za](mailto:mike.mkhize@psa.co.za) and/or 082 880 2937.

Members will be kept abreast of developments.

GENERAL MANAGER