

What's happening at Stats SA?

As previously reported, labour raised concerns on the unilateral implementation of the Organisational Structure. After no progress was made, labour invoked the facilitation process. Unfortunately, this process did not yield results and the matter was referred for conciliation. This resulted in a Settlement Agreement being reached, where it was agreed that labour will form part of the implementation of the new structure for the placement of Levels 1 to 12 and OSD employees. The employer further committed to put the implementation of the new structure for positions on Levels 1 to 12 and OSD on hold until a task team is established to handle the placement of non-SMS levels. Parties also agreed to establish a task team that will be responsible to monitor the placement process and three Sub-committees were further established namely:

- Matching and Placement Committee: Will be responsible for the placement of staff with labour observing that there is fairness, transparency, consistency, and legal complying to legal frameworks,
- Objections Committee: Will deal with appeals and objections from members who raise disputes on their placement, and
- Oversight Committee: Will provide oversight to the process.

The PSA will be represented by the following members on each Committee:

Matching and Placement Committee: Boitumelo Modungoa, Abram Monoametsi

Objections Committee: Winston Mashele, Phuthi Malebana, Gracia Rikhotso

Oversight Committee: Gracia Rikhotso, Joshua Lepelle

The above-mentioned committees will report their work to the Departmental Bargaining Chamber. The Task Team meets every Wednesday to discuss progress on the implementation of the placement of staff where parties are equally represented. The Task Team also adopted a Migration Framework, which will outline placement principles. The lifespan of the Task Team is until the end of June 2021, which is the targeted finalisation of the placement of staff. Sub-committee members were endorsed by the SG of Stats SA where he issued appointment letters to the respective Committee members. Parties discussed the Migration Framework, including the DPSA Migration Framework, which will be used for placement purposes on the new Organisational Structure. It was agreed that it will be subjected to members for endorsement. Members are urged to give their feedback **on or before 31 May 2021**, given the strict timeframes to conclude the process of placing staff.

The Task Team also received an update regarding the pending job evaluation and grading of new posts created for CAPI staff members who became redundant.

A signed Settlement Agreement, Migration Framework is *attached* and members are requested to give a mandate by sending their responses to Gracia Rikhotso (gracia.rikhotso@psa.co.za) or to velucia.maluleke@psa.co.za **by no later than 31 May 2021**.

GENERAL MANAGER