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SERVICE EXCELLENCE

**FOR PSA MEMBERS: DEPARTMENT OF ECONOMICS, SMALL BUSINESS DEVELOPMENT,
TOURISM, AND ENVIRONMENTAL AFFAIRS (DESTE) – FREE STATE**

28-03-2022

Feedback: Departmental Task Team Meeting (DTT) - 17 March 2022

The Department called an urgent DTT meeting to discuss the organogram. In a previous meeting, the PSA highlighted the importance of consulting labour in respect of the proposed changes. This submission was ignored by the employer. The Department went ahead and sent the proposals to the DPSA.

The DPSA rejected the proposed organogram owing to a lack of consultation and the Department's failure to heed the submission made by the PSA. The DPSA also advised the Department that the proposed organogram is too bloated and instructed it to cut the organogram with a R100 000 000.

The PSA requested that the entire organogram be presented, but the employer only presented the resorts and reserves component of the organogram. The PSA raised its dissatisfaction and concern and made it very clear that it does not approve the organogram. The PSA wants to ensure that there will be no job losses under the resorts and reserves component as a result of the restructuring process. The PSA further wants to ensure that meaningful consultation will take place in respect of any planned changes that could impact on current conditions of service. The employer undertook to send the PSA a schedule of consultations, which will be communicated to members. Consultation must be concluded by 13 April 2022.

GENERAL MANAGER