

## Feedback: Bilateral meeting with management – 4 October 2022

The meeting was arranged with the Departmental top management, including DDGs and the DG, wherein the PSA tabled the following issues:

### Organisational structure

The PSA raised concerns about the employer's failure to meaningfully consult, particularly with the Macro Structure, which has a bearing on the microstructure and has left many employees unhappy and disgruntled. To make things worse, the employer is busy filling positions with lateral transfers from other departments, which denies employees an opportunity for upward mobility and career advancement. The same employees are not allowed to apply for transfer on the basis that the restructuring process is still underway, which is not fair to internal candidates. The employer acknowledged that things went wrong in the implementation of the structure and that it is in a process to get a service provider to assist in resolving challenges. The PSA was also invited to submit a list of challenges pertaining to the new structure.

### Recruitment process

The PSA requested the employer to consider advertising positions for level 12 and below internally and to only go out where suitable and competent employees could not be found in the Department. The rationale is to create a positive environment for upward mobility and career pathing for lower-level employees who have acquired both the skills and qualifications but remain stagnant. The employer noted the request, supported the rationale, and undertook to revert to the PSA during the first week of November 2022.

### State of DBC and Departmental Task Team (DTT)

The PSA raised displeasure about the state of the DBC and DTT as the employer does not prepare before attending these meetings, leading to either postponement or failure to provide reports on issues raised by labour. There is no continuity or consistency as there are new faces in every meeting with no proper briefing and handover. The employer noted the report and promised to do better and ensure that selected representatives regularly attend the meetings.

### Security threats in Department

The employer was alerted of inefficient access control and poor implementation of security protocols, which create threats for employees. It was submitted that employees are losing their laptops although

offices are locked. Further, ten laptops were stolen from IT and a TV from the library and PSA has not heard of any investigation and no one was held accountable. Internal security officers were removed from key strategic areas and replaced by external security who neither knows the security protocols or departmental employees, which poses a security risk. The biometric machine and conveyer belt of the scanner are not working thus making it easy for strangers to access the building. The employer committed to prioritise this critical matter and will revert to PSA in due course.

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER