

FOR PSA MEMBERS: **NORTHERN CAPE: DEPARTMENT OF TRANSPORT, SAFETY AND LIAISON**

30-05-2022

## Update: Proposed Organisational Structure

PSA members are reminded of the Organisational Design Directive issued by the Minister of Department of Public Service and Administration in 2016. All departments are supposed to have concluded and obtained approval for their newly aligned structure, having consulted thereon, and conducted compliance monitoring tools.

Consultations were facilitated by the Office of the Premier between organised labour and the Department of Transport, Safety and Liaison (DTSL). That process started between June and August of 2021 as indicated in previous editions of the *Informus* but was not finalised. Labour was surprised when DTSL started implementing the structure when consultation was not finalised. Labour indicated that they would declare a dispute. As part of the process to avert a formal dispute, a special GPSSBC chamber facilitation meeting was convened on 23 May 2022. At the meeting, the employer could not indicate why concurrence and approval of the proposed structure was requested whilst consultation was never concluded. A copy of the minutes of the special facilitation meeting is available to all members upon request.

Labour's concern is that the employer flawed the process. Furthermore this needs to be mentioned that the proposed structure is top heavy and there was no employee engagement, buy in or input considered. Labour demanded that the structure's approval be withdrawn and as well as the implementation thereof. The employer in turn rejected this stance and opted to revisit the document and proposed limited changes on the proposed structure which labour has rejected. Subsequently, labour exercised their right to declare a dispute and embark on strike action.

Members are herewith informed that PSA will embark on a secret ballot process to establish the appetite for a strike in this regard. All members will be invited to complete a ballot paper and return it to Russle Bindeman via email [russle.bindeman@psa.co.za](mailto:russle.bindeman@psa.co.za) or via WhatsApp at: 082 883 7563 alternatively a fax can be sent to: 087 234 7575. Enquiries on the proposed structure and the meetings in this regard will be welcomed.

GENERAL MANAGER