

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

28-04-2022

Update: Proposed organisational structure

As members were made aware, the Minister of Public Service and Administration issued a directive in 2016 that all departments should embark on Organisational Design. The directive comprised that there should be consultation on the functional structures, proposal on newly aligned structures and that compliance be monitored.

Consultations took place between June and August 2021 and were facilitated through the Office of the Premier between labour and the Department of Transport, Safety and Liaison. Department presentations were made on the following: Current Structure, Diagnostic Report, Business Case, Proposed Structure and Coting Template

Based on the above, the following program of action was agreed on:

- Department will consult with their employees
- Labour would provide inputs after consultation with members
- Bilateral meetings between labour and the Department

Inexplicably, DTSL presented a structure which is top heavy and that was not consulted on with both employees and labour. Their structure was rejected by labour as it does not cater much for lower levels which is where production takes place. The PSA has learned that the employer has now implemented the structure without receiving further input and acceptance by labour. The PSA submitted this matter to the General Public Service Bargaining Chamber as an Agenda item for the Chamber meeting scheduled for 28 April 2022. Furthermore the PSA requested clarity from the acting Head of Department on the unilateral approach adopted by the Department. Unfortunately, the Chamber meeting did not sit because the employer requested a postponement of the meeting to 10 May 2022.

The Acting HOD is yet to respond to PSA's communique seeking clarification. All members of DTSL must be aware of the undermining attitude of the employer. This total disregard of the consultation process and labour's input cannot be tolerated. Labour remains unconvinced that the proposed structure has no detriment to employees and that it meets the service delivery concerns as expressed by members holistically.

Members are therefore informed that should the employer fail to provide a rationale for implementation, the PSA will request that the implementation be reversed, if this is not acceded to after the Chamber

sitting of 10 May 2022, the PSA will lodge a dispute whereafter all members will be approached on the necessary action collectively. All members are free to contact Russle.bindeman@psa.co.za - 082 883 7563 and Neville.masimini@yahoo.com - 073 063 0340

GENERAL MANAGER