



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF MILITARY VETERANS (DMV)**

16-08-2023

Update: Conciliation dispute meeting – 15 August 2023

Unresolved DMV revised organisational structure matter

It was previously reported that the PSA was unhappy that the DMV was operating without an approved organisational structure since 2014. Attempts by the PSA to force the employer to table the revised organisational structure at the GPSSBC Departmental Bargaining Chamber (DBC) were not successful.

At the DBC meeting on 2 March 2023, the employer reported that it was not sure when the process of restructuring would be completed. The PSA raised concern about the current advertisement of positions, whereas there was no approved organogram. Employees continued to act in positions that do not exist. Subsequently, the PSA invoked clause 17 of GPSSBC Resolution 1/2012, as amended, to put pressure on the employer to accede to the demand. The employer attended the facilitation meeting on 19 July 2023 without a full mandate. The matter remained unresolved, and a facilitation report was issued. The PSA reserved its rights and lodged a dispute of mutual interest with the GPSSBC. The conciliation meeting was set down for 15 August 2023. The employer failed to explain to the Commissioner why the Department continued to advertise posts without an approved organisational structure since 2014. The employer requested the PSA to afford it more time to address the matter. The PSA did not agree to the request as there were no commitment time frames attached to resolve the matter. The matter remained unresolved, and PSA will wait for the non-resolution certificate to follow due processes in terms of the dispute resolution mechanism. The PSA will seek a mandate from members before applying for a protected strike to force the employer to finalise and table the reviewed organisational structure. The PSA will, however, always be available for further meaningful engagement in this regard.

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

GENERAL MANAGER