

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC ENTERPRISES (DPE)

11-04-2023

Feedback: Facilitation meeting - 5 April 2023

Establishment: Sector teams

The PSA referred this matter for facilitation after the employer refused to consult meaningfully with labour in the Departmental Bargaining Chamber (DBC). At facilitation, the PSA indicated that the entire process was fundamentally flawed. It was done hastily, and the rationale and criteria used for the allocation of sector teams are unclear to employees. The PSA indicated that this process has created confusion, anxiety, and apprehension amongst employees and will likely have a negative impact on them. The PSA demanded the entire process to be kept in abeyance until meaningful consultation has taken place in the DBC.

The employer indicated that this matter was urgent to turn around the performance of the Department and as such there was not enough time to engage in the DBC. The employer further indicated that the establishment of sector teams was not new and the sector teams will merely formalise the working arrangement that has been in place all along. The employer further indicated that it has consulted sufficiently with labour in bilateral meetings and there is no need for further consultation. The employer refused to accede to the PSA's demand and indicated that it is going ahead with sector teams to enhance the performance of the Department.

The PSA noted the employer's position with disappointment and indicated that it will declare a dispute on this matter.

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