



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA)**

17-05-2023

Feedback: Facilitation meeting between employer and labour – 15 May 2023

Members will recall that labour and the employer could not agree at the DBC meeting on 31 March 2023 after the employer commissioned a work study that was conducted by an independent service provider regarding the organisational culture following a complaint of bullying and harassment by employees.

The service provider convened sessions with employees and submitted a report to the employer where the employer was not happy about the language used by the service provider. Subsequently, the employer took the liberty to rewrite the report itself in 'acceptable' language, which was submitted to labour. Labour raised concern about the amended report and requested to be furnished with the original report as it was suspected that the employer was concealing the true reflection of what employees raised during the sessions. The employer informed labour that it would not issue the original report. This led to labour declaring a dispute in line with section 17 of the governance rules.

A facilitation meeting was chaired by the GPSSBC General Secretary on 15 May 2023. After engagements, the employer committed to submit the original report that was written by the service provider to labour on or before close of business on 19 May 2023. Members will be informed of developments.

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