

FOR PSA MEMBERS: **DEPARTMENT OF TRADE, INDUSTRY, AND COMPETITION (DTIC)**

06-10-2023

Fit-for-Purpose organisational review

As previously reported to members, the PSA invoked clause 17 of the Governance Rules for Chambers, which required the Secretary General of the Council to convene a facilitation between parties to clear the deadlock. The deadlock was caused by the employer's unwillingness to consult labour and continuously postponing arranged special Chamber meetings owing to the unavailability of the Deputy Director-General: Corporate Management Services. The PSA further wrote a letter to the Minister of Trade, Industry, and Competition on 14 August 2023 to which a response is awaited. A facilitation session was convened where the employer committed to consulting labour on the Fit-for-Purpose and re-assignment of functions. A special Chamber meeting was set for 4 October 2023 where the employer presented an update on the two mentioned issues.

It was reported that all branches were requested to identify capacity needs that are critical for the achievement of the Departmental Annual Performance Plan deliverables. According to the employer, the re-assignments are not meant to address the broader capacity challenges, which are intended to be addressed through the Fit-for-Purpose process. The PSA raised concerns about the employer's complete disregard for legal processes that compel it to consult on matters of mutual interest. The fact that the employer reassigned some employees' posts and functions without the Union's involvement, raises many questions regarding the employer's intention with the process and potential prejudice that may occur to employees who have been reassigned. The employer has also taken several significant steps towards the implementation of the Fit-for-Purpose organisational review without the involvement of unions or proper consultation.

It was concluded that the consultation on the Fit-for-Purpose will be facilitated under the auspices of the Bargaining Chamber through special Chamber meetings. The next special Chamber meeting to facilitate the consultation is scheduled for 6 November 2023. Unfortunately, matters have come to a point where the PSA no longer trusts the employer on this issue and members are urged to report any contact that the employer makes with them about reassignment or Fit-for-Purpose to PSA representatives.

Employees who want to join the PSA can visit the PSA website at www.psa.co.za or send an email to ask@psa.co.za, alternatively, contact the nearest PSA Provincial Office.

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GENERAL MANAGER