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

20-07-2023

Update: GPSSBC Departmental Bargaining Chamber for the Department of Trade, Industry, and Competition

Fit for Purpose

The PSA has invoked *clause 17* of the Governance Rules for Chambers which requires the Secretary General of the Council to convene facilitation between parties to clear a deadlock. The employer has postponed the long-requested special Chamber meeting countless times owing to the unavailability of the Deputy Director General who is supposed to engage labour on the matter of fit for purpose. While the employer refuses to engage, the PSA continues to receive reports from members that their roles are being affected directly and indirectly by the unilateral implementation of this restructuring project. The PSA will be exploring all legal avenues at its disposal to challenge the employer on this matter. Members are advised to not accept changes to their role profiles or changes to terms and conditions of their employment without the assistance of the PSA as this process is unprocedural.

Exit Trends

The employer presented an update on exit trends in the DTIC for the period 1 April 2023 to 30 June 2023. According to the employer's analysis of grievances and exits, there was no direct correlation found between the grievances lodged and exit interview findings. Most exist as a result of personal reasons. Two employees went on retirement, six employees were transferred out of the DTIC and 18 employees resigned. Amongst those who have been terminated, five of them were senior managers and 21 were below senior management. The PSA's interest in monitoring exit trends is to assess and ensure that employees are not resigning from the Department due to unfair treatment and grievances that can be resolved or prevented.

GPSSBC Vote Weights

The vote weights for the trade unions admitted at the GPSSBC Departmental Bargaining Chamber for the Department of Trade, Industry, and Competition were presented and noted by the DBC as follows:

Trade Union	Membership	Vote Weights
PSA	735	72,80%
UNIPSA	0	
NUPSAW	9	
NPSWU	0	
HOSPERSA	0	
Total	744	
NEHAWU		
	275	26,91%
Total	275	
POPCRU		
	2	0,29%
PAWUSA	1	
Total	3	
GRAND TOTAL	1 022	100.00%

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 PSA Provincial Office near you.

GENERAL MANAGER