



INFORMUS

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SERVICE EXCELLENCE

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

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PSA unhappy with implementation of “fit-for-purpose” organisational structure

The PSA confronted the DTIC on numerous occasions at the Departmental Bargaining Chamber (DBC) regarding the unprocedural restructuring that is being implemented as “fit-for-purpose”. The confrontations and continuous denial by the employer led to parties agreeing to form a task team under the auspices of the DBC to enable consultation on the restructuring. A task team meeting was convened, with terms of reference (TOR) being drafted by the employer. However, the employer abandoned the process after the PSA raised questions on the TOR. The PSA received several complaints from individual members who have been affected by the “fit-for-purpose” and whenever the PSA raised these concerns with the employer, the employer blatantly denied that such was implemented.

Members are advised to report to the PSA any discussion or decision communicated to them by the employer in the name of “fit-for-purpose.” For example, divisions being rearranged, demanding changes to performance agreements and new KPAs that deviate from appointed role profiles, rejecting requests for transfers or forcing acceptance of functions from vacant posts, suspension of job evaluations, or have their role profiles or reporting lines changed. Members are informed that until proper consultations with labour are completed, any restructuring process that is implemented without consultation is unlawful and irregular. Therefore, members should not be intimidated by the employer or allow managers to abuse their power by moving them around as they wish. The PSA has called upon the employer to revert to the task team and properly consult with labour, failing which, the PSA will have no other option but to opt for the dispute process. The restructuring may result in dire consequences for some employees if implemented without consultation. The PSA cautions members against being pressurised in the name of “fit-for-purpose” and report the conduct of the employer to the PSA.

Members will be informed of developments.

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 or contact PSA Provincial Offices.

GENERAL MANAGER