



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF WATER AND SANITATION (DWS)**

15-02-2023

Feedback: Facilitation meeting - 14 February 2023

Review of organisational structure

The PSA referred this matter for facilitation in the Departmental Bargaining Chamber (DBC) meeting held on 14 November 2022 when the PSA learned that the Minister had approved the organisational structure. The PSA indicated that the structure was approved despite concerns (shared services, upskilling of employees, change management plan, migration plan, and potential excess employees) by labour not being addressed. The PSA demanded that the approval of the structure be rescinded and labour's concerns to be addressed. The employer responded that it believes that it has consulted adequately with labour between 25 April 2022 and 1 August 2022. The employer further indicated that, despite the structure being approved, it is still willing to engage with labour regarding concerns.

After some deliberations, parties agreed that the approval of the structure will not be rescinded, however, the implementation will be kept in abeyance until all concerns by labour have been addressed.

Furthermore, parties agreed that this matter will be referred to the Departmental Bargaining Chamber for further consultation to engage on labour's concerns. Members who have concerns regarding the approved structure must send these to Johnny Nwaila at NwailaJ@dws.gov.za by **23 February 2023**.

GENERAL MANAGER