

FOR PSA MEMBERS: FREE STATE – DEPARTMENT OF ECONOMIC, SMALL BUSINESS DEVELOPMENT, TOURISM AND ENVIRONMENTAL AFFAIRS (DESTEА)

23-10-2023

Feedback: Departmental Task Team Meeting - 4 October 2023

Departmental organisational structure

The employer informed the PSA that the Directorates in DESTEА have until 16 October 2023 to review and assess their organisational structure. The finalised structure is expected to be completed by the end of November 2023, following which the consultation processes will begin with affected employees from different areas. It is important to note that the employer has assured us that there will be no job losses because of restructuring, which was instructed by the Department of Public Service and Administration (DPSA) to restructure.

PPE

PSA members expressed concerns about not receiving adequate PPE, despite it being ordered by managers. According to the *Occupational Health and Safety Act*, the provision of PPE is essential for employee safety and well-being. Feedback is awaited.

Uniform

PSA members reported not receiving the required uniform for this year, and only partially receiving the uniform from the previous year. The PSA sought information regarding the timeline for uniform distribution and urges the employer to ensure all employees receive the necessary attire.

Firefighting

The PSA highlighted the lack of adequate firefighting equipment at resorts and reserves. It was also brought to our attention that the fire extinguishers have not been serviced, and the establishments are not registered with a fire association. These concerns pose potential risks in case of a fire emergency.

Stationery and cleaning material

Resorts and reserves are facing a shortage of sufficient stationery and cleaning material, impacting their productivity and ability to fulfill their duties. The PSA requests information on how and when the employer intends to rectify this situation.

Usage of personal cell phones

PSA members have raised concerns about having to use personal cell phones to make bookings for resorts and reserves, which raises issues of privacy and reimbursement. The PSA requests clarification on the employer's plan to address this issue and provide appropriate means for employees to carry out their duties.

The employer is actively addressing the concerns raised by PSA regarding the organisational structure and various operational issues.

Reuben Maleka
GENERAL MANAGER