

Feedback: Facilitation meeting - 28 February 2023

Organisational structure

The PSA received complaints in October 2022 that there are rumours that the organisational structure was approved and implemented by the employer. The PSA was shocked by the rumours because there was no consultation and immediately referred this matter to the Departmental Bargaining Chamber (DBC), with a demand to be provided with a copy of the approved structure. The employer failed to provide labour with a copy of the organisational structure in two successive DBC meetings, which resulted in the PSA referring this matter for facilitation.

At facilitation, the PSA gave a background of this matter and demanded to be provided with a copy of the organisational structure. The employer representative, who is an SMS member, indicated that he has not seen the approved structure but has also heard rumours of the approved structure and thus cannot provide labour with a copy of the approved structure. The PSA was astonished and disappointed by the employer's assertion and its failure to provide a copy of an approved structure.

At this stage, the complaints and/or rumours by members appear to have substance because of the secrecy of the employer in handling this matter. It appears that the structure was approved without any form of consultation or the involvement of labour. The PSA has therefore resolved to declare a dispute in terms of section 16 of the *Labour Relations Act* on the disclosure of information to compel the employer to provide a copy of the structure.

Members will be updated on developments.

GENERAL MANAGER