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FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF ECONOMIC DEVELOPMENT,
ENVIRONMENT AND TOURISM (LEDET)

18-10-2023

What is happening at LEDET?

Members are aware that the Department embarked on a restructuring process as far as 2021 where organised labour including the PSA, participated in the process. Subsequently, the PSA wrote to the employer demanding that a separate open consultation with the management and branches should ensue and that a face-to-face consultation with employees must be conducted. Amongst other issues to be discussed with management regarding the structure, includes issues like re-alignment of structure, budget allocation to branches as per the old structure, service delivery model on the new proposed structure in terms of the service delivery improvement plan of the Department, and the decentralisation of powers to the districts. The Department responded positively at the time and appreciated the PSA's input and committed to make necessary arrangements to ensure that consultations take place at departmental levels and to circulate the detailed program in due course.

The PSA was alerted by concerned members of the developments in the Department where the employer is implementing the restructuring process without proper consultation. Upon investigation, it was clear that the employer is indeed implementing the approved structure which was unfortunately finalised without further involvement of labour. The employer was also causing members to sign mandatory declaration of placement to a new structure which they were never consulted on. Members must note that the *Provincial Human Resource, clause 1.14.5* relating to roles and responsibilities of organised labour, which amongst others states that we will provide inputs to the organisational structure and consult relevant stakeholders on a diagnostic phase of restructuring for their inputs, however the Department failed to comply with this. Members are therefore advised not to sign anything relating to placement whilst we are engaging the employer in this regard. Should the engagement with the employer not yield positive results, the PSA would request an urgent special council meeting to address this matter as it affects the rights and interests of members and cannot be left to the care of employer alone.

Members will be informed of further developments.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 or email lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 or email paulina.moloto@psa.co.za.

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