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FOR PSA MEMBERS: NORTHERN CAPE DEPARTMENT OF TRANSPORT, SAFETY AND LIAISON

07-03-2023

Northern Cape Department of Transport, Safety and Liaison – Proposed Organisational Structure

Members will recall that the Organisational Design Directive issued by the Minister of the Department of Public Service and Administration (DPSA) in 2016, required, amongst others, that all Departments should consult labour on the current organisational structure and the newly proposed aligned structures.

The Office of the Premier facilitated consultation between labour and the Department of Transport, Safety and Liaison (DTSL) in the Northern Cape in 2021 and 2022 where presentations were made on the current structure, diagnostic report, business case, proposed structure, and costing template. These have been distributed before and are available to members upon request. The DTSL structure has not yet been approved by the DPSA.

Labour raised disputes that include the top heaviness of the structure and that it does not address the service delivery needs of the Department. The concerns raised by labour necessitated an intervention by the Bargaining Chamber (GPSSBC). Through that intervention, the DTSL agreed to halt the implementation of the structure and establish a task team to further consult labour. However, during the task team meetings the employer was adamant on implementing the structure, but this was rejected by labour.

It became clear during the task team interactions that the employer has never consulted with members on the proposed organisational structure. The PSA herewith call on members at the DTSL to guard against the implementation of the rejected and unapproved structure. The PSA will engage members directly on all aspects of the presentations by the DTSL to collate inputs from members. Inputs collated will be used to engage more fruitfully with the employer to ensure that the real service delivery needs of the Department are met.

Members are free to contact Russle.bindeman@psa.co.za / 082 883 7563.

GENERAL MANAGER