



# INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: **NATIONAL TREASURY**

29-01-2024

## Special Departmental Bargaining Chamber meeting – 26 January 2024

### Organisational structure audit and review

The employer made a presentation, which indicated that there would be 138 new positions in the structure. The essence of the employer's presentation is that no employee will lose their job because of the review of the structure. The PSA noted the presentation but raised displeasure that the employer has not yet shared the draft structure with labour, as agreed. Furthermore, the PSA indicated that the consultations are not meaningful owing to the employer's refusal to share the structure with labour.

The employer indicated that it is willing to share the structure with labour on condition that the structure will not be shared with members. The PSA rejected this proposal as it goes against fundamental principles of transparency and getting a proper mandate from members. The PSA raised grave concerns that the employer is not consulting in good faith, *i.e.*, the employer failed to comply with its commitment of sharing the organisational structure with labour in December 2023, whilst the employer is busy working on the structure. The PSA referred this matter for facilitation regarding the employer's refusal to share the organisational structure.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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