



FOR PSA MEMBERS: THE PRESIDENCY

19-08-2025

## Feedback: Special Departmental Bargaining Chamber – 18 August 2025

### Optimisation of Presidency structure

In a previous *informus*, it was reported that the employer presented a revised fit-for-purpose organisational structure for the Presidency to streamline operations, improve efficiency, and ensure that the Presidency is aligned to deliver on its mandate. Various consultation processes were followed and the PSA approached members to obtain their input and concerns regarding the process. This input was submitted to the employer for a response. At the meeting, the employer responded that it has embarked on various consultation processes based on the input received and met with Legal Services, Remco (where there is no agreement yet), and the Cape Town Office.

It reported that in Legal Services, consultation with the Unit Head took place and was signed off. The PSA, however, raised that it received a concern from members on 15 August 2025, that they were not consulted. The employer undertook to revert to the Head of Legal Services and alert him of labour's concern to ensure that further consultation takes place.

In Remco, on the input received to revert to the structure of 2018, the employer responded that it is unable to meet the request. The employer explained that the rationale for the changes, amongst others, is to accommodate additional functions such as Research, and Remuneration of Office Bearers.

Cape Town Office was consulted and the process completed.

It was noted that consultation will continue to ensure that all the issues have been responded to. The employer further gave an undertaking that the process will not have any negative impact on members and that no employee will be downgraded or lose employment as a result.

Members are requested to submit their final input and/or clarity questions to [astrid.al-anani@psa.co.za](mailto:astrid.al-anani@psa.co.za) before **24 August 2025**, for it to be submitted to the employer on **25 August 2025**.

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

Reuben Maleka  
GENERAL MANAGER