



FOR PSA MEMBERS: **DEPARTMENT OF PLANNING, MONITORING AND EVALUATION (DPME)**

04-02-2026

Feedback: DPME Special Departmental Chamber Meeting

Unilateral restructuring

Members are informed of the outcomes of the Special Departmental Bargaining Chamber (DBC) meeting convened to address concerns regarding the unilateral restructuring process arising from the NMOG process. As members will recall, labour has on several occasions requested the employer to formally table the intended restructuring process at the DBC for consultation. The employer has consistently maintained that the process is still at an early stage and that labour will be consulted at a later stage. This position was again reiterated during the meeting.

Contrary to the employer's assertions, labour was informed by members that the restructuring process is already at an advanced stage, with individual consultations taking place with employees on the impact of the proposed changes. Labour raised serious concerns that the employer is misrepresenting the status of the process and is bypassing the DBC, thereby undermining collective bargaining processes. Labour objected to the continued individual consultation of members outside the DBC and demanded an immediate stop to all individual consultations until proper consultation occurs at the DBC. It was also demanded that the employer submit the proposed structure and all related documents. All rights to refer a dispute were reserved if the employer fails to comply. The employer indicated that labour's demands are noted and will seek a mandate on the documentation and consultation process and will revert to labour.

Members will be kept informed of all developments as the matter progresses.

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Reuben Maleka
GENERAL MANAGER