

Feedback: Special Departmental Bargaining Chamber meeting

Proposed Organisational Structure (placement of levels 1 – 12)

The employer tabled the approved Organisational Structure for consultation. In its presentation, a proposal was made on the process that will be followed to implement the structure for levels 1 to 12, after the process of placement of SMS members was completed.

This *Informus* is meant to afford members an opportunity to give inputs on the *attached* documents pertaining to the Approved Structure, which will be discussed at the next special DBC planned for 21 October 2021.

Labour noted the presentation and responded that it will consult members on the employer's proposal. The PSA raised concerns that direct consultation already started with employees without informing labour and without representation. This undermines the process. The employer responded that the consultation was merely to seek inputs from the various directorates in preparation for engagement with labour through the Chamber processes. The employer requested for that process not be regarded as such formal consultation.

It was subsequently agreed that labour will be provided time to consult its members and that a special Chamber meeting be convened on 21 October 2021 to discuss labour's input. Members are requested to submit their inputs to Gracia Rikhotso at gracia.rikhotso@psa.co.za or to Velucia Maluleke at Velucia.maluleke@psa.co.za on or before 19 October 2021. A copy of the presentation is *attached* for easy reference.

GENERAL MANAGER