

Feedback: Consultative Forum meeting - 20 October 2021

A brief Consultative Forum meeting was convened, where the employer shared plans with the PSA for the optimisation of Shared Services. The PSA was informed that the employer is undertaking a process to appoint a service provider to assist with this endeavor. The employer disclosed that the service provider may be appointed on or before 31 December 2021 and that the process will commence by the end of January 2022. The time frame for the investigation will be three months.

The employer disclosed some of the factual circumstances linked to the process:

- The objective of this project will not be to reduce the staff complement.
- The COVID-19 pandemic has necessitated that fewer staff members are to report to offices. Such lessons dictated the anticipation that it will be appropriate to be the future of working ways for the HSRC.
- Management has been granted authorisation to dispose of the current Pretoria Head Office building. The Head Office may then be accommodated in a more compatible premises. There is also a possibility that the Cape Town and Durban Offices` may be substituted for more compact accommodations when the current leases expire.
- There would be a need for the analysis of the current manner of working as well as of business and information technology processes.

The process of internally consulting all staff members within Shared Services will commence, after consultation with the PSA has taken place, to introduce and explain the process. The employer confirmed that there would be a follow-up meeting with the PSA prior to generally interacting with all staff members as soon as there is more detailed information. Members must be ensured that the PSA will always exercise its primary vital role of protecting and promoting members rights.

The expected detailed information, which is to be shared in future, will enable the PSA to sort the employer's intent and/or exercise whether is it restructuring and/or re-aligning the organisational structure of the HSRC. Whatever angle it takes, members' careers will be effectively protected in terms of provisions of the *Labour Relations Act of 1995, (Act 66 of 1995)* as amended. Members will be informed of developments.

GENERAL MANAGER