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FOR PSA MEMBERS: **LOCAL GOVERNMENT SECTOR EDUCATION TRAINING AUTHORITY (LGSETA)**

18-12-2024

## Feedback: LGSETA Organisational Redesign process

The LGSETA Board approved an Organisational Redesign Project to align the mandate, corporate strategy, and structure with its legislative and policy obligations, the National Development Plan, and the Skills Development Strategy. While the employer initially committed to consultations with organised labour, the process faced several challenges.

At the first consultation on 16 September 2024, the employer provided only a verbal report, which organised labour protested, demanding detailed documentation to engage effectively. Additionally, the facilitator appointed by the employer demonstrated bias against organised labour. In response, the PSA demanded her recusal and requested the appointment of an independent CCMA facilitator. The PSA has consistently updated members about the process, including during the virtual meeting on 23 September 2024. Members were advised to report any direct communication attempts by the employer to the PSA immediately. On 1 December 2024, the employer informed the PSA via email that they had agreed to organised labour's demand for an independent CCMA facilitator. They further confirmed on 17 December 2024 that they are awaiting the CCMA to allocate a facilitator, who will preside over future engagements. This development marks a significant victory for the PSA, as CCMA facilitators ensure independence, fairness, and impartiality in the consultation process. The PSA remains committed to representing members throughout this process and will provide further updates as they become available.

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.

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