



FOR PSA MEMBERS: DEPARTMENT OF LABOUR AND EMPLOYMENT: KWAZULU-NATAL
(KZN)

20-02-2025

Feedback: Department of Employment and Labour KZN Management and Organised Labour follow-up meeting - 17 February 2025

The PSA had requested a follow-up meeting with the Department of Employment and Labour in KZN after the Union had subsequently received the placement process documents indicating the criteria that would be used by the Department to place Unemployment Insurance Fund employees in excess owing to the Departmental Restructuring Process that began in 2023. The virtual meeting was held on 17 February 2025.

The PSA requested the meeting with the Department to seek clarity on a few issues emanating from the placement process document received. The employer confirmed in the meeting that all employees had submitted the choice forms as requested. The PSA requested the Department to confirm the date when it anticipates implementing the placement process. The Department confirmed that there is no date for implementation yet as the process is still at the initial stages. The placement committee will sit and go through the choice forms. Thereafter, the placement committee will agree on a date to place employees.

The PSA requested clarity from the Department whether employees will be moved physically or on paper only. The employer indicated that in the last meeting it had expressed the urgency of moving employees on paper, and that there was no expression for moving employees physically because the priority was to get an indication so that the employer can see which offices it needs to advertise first. The employer also indicated that it was difficult to talk about physical movement as some employees were very uncomfortable with moving, citing critical reasons for which it was agreed that the movement would be done on paper, and the employer did not have a problem with officials who are processing where they are because the UIF is online. However, should the person vacate the post at any given moment, the post will be advertised where the official had indicated the interest to move. The PSA requested the employer to make available a list of seniority placement of UIF employees. The employer indicated that this matter will also depend on the choice forms that it has received, e.g., if there is a tie, or there are more people who have applied in the same office and looking at the number of posts available, the Department will consider seniority. The process will be handled by the placement committee.

The PSA suggested to the employer for purposes of transparency that organised labour should be included in the placement committee. The employer responded that as the province it cannot change the bargaining structure unilaterally and it will consult with its Head Office via the Human Resource Office to get clarity on the terms of reference and to confirm whether it can still include organised labour in the placement committee.

For more information, please contact Nandi Dladla on 082 880 8903. Employees who want to join the PSA can contact Zweli Msane on Zweli.Msane@psa.co.za.

Reuben Maleka
GENERAL MANAGER