



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

07-03-2025

Update: LGSETA Organisational Redesign Project facilitation process

Members will recall from the previous *Informus* (available on the PSA's website or from PSA Provincial Offices) that the PSA had requested specific information from the employer. The next meeting was scheduled for 6 March 2025, where the employer was expected to provide the outstanding information. The employer provided audited LGSETA performance outcomes for the 2020/21- and 2021/22-financial years, as well as unaudited performance outcomes for 2022/23. Additionally, the employer shared a list of positions that have been filled since the restructuring process began, which were appointed in terms of the new structure. Other documents provided include the Shareholder's Compact/Delegations of Authority between the LGSETA Board and the Minister of the DHET, along with the old and new approved organisational structures. The employer, however, did not provide key documents that were requested by the PSA. These include a feasibility study outlining the reasons for restructuring or retrenchments, a comparative study of other SETAs' performance, a report on the skills audit, and confirmation of a moratorium on filling vacant positions.

The PSA has reviewed the LGSETA performance outcomes and found that the entity is performing well. Based on this, the PSA has challenged the necessity for retrenchments, arguing that the SETA lacks substantive justification for continuing with the Section-189 process. In light of this, the PSA has proposed that the Section-189 process be abandoned and that the new approved organisational structure be implemented by filling vacant positions according to the new framework. Furthermore, if any employees remain unplaced after this process, parties should explore alternative solutions under the *Labour Relations Act*. The PSA has also requested that the new structure, approved in August 2024, be formally signed by the Board to confirm its authenticity for future engagements. The employer has committed to seeking a mandate on these proposals and will provide feedback to the CCMA Commissioner and organised labour by 12 March 2025.

Members are requested to indicate whether they support the PSA's proposal to abandon the Section-189 process and address the new organisational structure by filling vacant positions. Members can submit their input via prince.mthombeni@psa.co.za or through the *WhatsApp* group created for this purpose.

As previously reported, the Section-189 process lasts 60 days, with the notice issued on 15 January 2025, expiring on 15 March 2025. Should there be no consensus by that date, each party will explore available options. Additionally, should an agreement be reached to fill vacant positions, organised labour must be part of the process.

Employees who wish to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER