



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

09-01-2025

Update: LGSETA Organisational Redesign Project

Members will recall that in the previous *Informus* (copy available on the PSA's website or from PSA Provincial Offices), the PSA reported that the employer agreed to the PSA's demand for a CCMA facilitator to oversee the organisational redesign project. The CCMA assigned two facilitators, and the first meeting was held on 8 January 2025. The facilitators confirmed that the employer did not follow the correct procedure by issuing retrenchment notices without proper consultation.

The facilitators emphasized that during the consultation process, the employer must communicate with organised labour, as members belong to unions, and should not issue notices directly to individual employees. The employer agreed to withdraw the retrenchment notices by Friday, 10 January 2025, and restart the process. This means consultations will start afresh under section 189 of the *Labour Relations Act 66 of 1995 (LRA)*.

The *LRA* requires the employer to issue a written notice inviting organised labour to consult and disclose all relevant information in writing, including the reasons for the proposed dismissals, alternatives considered, the number of employees affected, the selection method for retrenchments, and severance pay proposals. The *Act* also mandates that parties engage in a meaningful joint consensus-seeking process to reach agreements on measures to avoid or minimize dismissals, adjust the timing of dismissals, and mitigate their adverse effects.

The PSA opposes the retrenchment process and will continue to advocate for its members, providing regular updates on the matter.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER