

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

04-12-2024

## Feedback: DEL consultation process - Unbundling of various offices in KwaZulu-Natal

The PSA attended a multilateral meeting scheduled at the Department of Labour and Employment's Centre in Durban on 29 November 2024 as the Department in KZN is currently seized with the issue of unbundling, which has raised a lot of concern amongst affected officials as they will have to move offices.

The employer stated that it has received a letter from the PSA's National Negotiator, which necessitated the convening of the meeting. Organised labour stated that the employer had previously summoned employees to a meeting without any agenda, disguised as consultation without involving organised labour, which defeated the entire concept of consultation. The employer responded by stating that there was ongoing consultation nationally concerning the unbundling of offices and it is discussed at Departmental Bargaining Chamber level, where organised labour is fully represented. The employer indicated that the meeting was a continuation of processes that have already been undertaken over a period and of which the Union was fully aware. The employer further stated that employees were not bullied, threatened, or forced to choose where they would want to be placed and were informed that everything that would be done would be in terms of the policies, and that employees who are affected will be catered for first. It further indicated that in terms of criteria and before it advertises the posts and fills the positions, it needs to first give preference to UIF employees who are in excess.

Organised labour reiterated that the employer must be transparent, share the Placement Process, and Placement Criteria and indicated that they will be consulting with their constituencies and will revert to the employer. The employer undertook to share the information with organised labour in KZN as requested and that forms to indicate the placement choices of employees be communicated to all offices where affected employees are situated. Organised labour advised the employer not to share any choice forms with employees since the consultation process is at an early stage.

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