

## Feedback: Bilateral meeting - 8 November 2021

### Implementation of new organisational structure without consultation

Members will recall that the PSA was approached by members who complained about the implementation of the new organisational structure without consultation. The PSA approached the employer and a meeting was arranged. The PSA was thus allowed to present the matter when the implementation of the new structure without proper consultation was questioned.

The employer indicated that the matter started in 2012 when the Provincial Treasury directed the Department to realign the structure owing to budget constraints as the cost of employees was at 68%. Further, the Department commenced with a review process in 2015 to align the structure with the departmental strategy. The Department had to consider recommendations from the DPSA whereby the new structure was finally approved in 2020. The project plan was developed to include four phases and currently the consultation is with districts to sensitise members of the structural changes. The consultation process is earmarked to be completed in April 2022.

Upon conclusion of the consultation process, the actual migration to the new structure will take place and the entire process will take about three years to be concluded. The last phase will be the placement of employees after the development of a placement guide. The process is ongoing, and will not be concluded in April 2022 as stated above. Members should note that the PSA is represented by Cde Nong who can be contacted at [nongmp@agric.limpopo.gov.za](mailto:nongmp@agric.limpopo.gov.za) / 082 883 5847 and Patricia Matlhadisa at [patricia.matlhadisa@psa.co.za](mailto:patricia.matlhadisa@psa.co.za) / 076 983 9852 for any clarity.

Members will be informed of developments.

GENERAL MANAGER