

FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE, ENVIRONMENTAL AFFAIRS,  
LAND REFORM AND RURAL DEVELOPMENT - NORTHERN CAPE

30-03-2021

## Update: Challenges with formation of Department of Agriculture, Environmental Affairs, Land Reform and Rural Development - Northern Cape

Members' attention is drawn to developments regarding the merger of the Department of Environment and Nature Conservation (DENC) and Department of Agriculture, Land Reform and Rural Development to form the new Department of Agriculture, Environmental Affairs, Land Reform and Rural Development.

Officials at DENC showed their frustration on 24 March 2021 owing to the lack of transparency and consultation by the employer. PSA members at DENC complained about the following:

- What was supposed to be a consultation process, was more a process of information dissemination;
- That no platform was created for their inputs, concerns and fears in a process that has potential to affect their lives;
- The total disregard of PSCBC Resolution 1/2019 by the employer, thereby reducing collective bargaining to mere consultation.

Labour held a bilateral meeting, arranged by the Office of the Premier on 24 March 2021. The Deputy Director-General, the Acting HOD of DENC and senior managers on the Provincial Macro Organisation of Government (PMOG) were in attendance. Labour raises concerns as mandated by members, including incidents where individuals got promoted at the Department of Agriculture, Land Reform and Rural Development, while the merger process was not concluded. Labour registered a grievance with the National Implementation Task Team on 29 March 2021 as the process is rushed and a lot of errors occur.

For more information, contact the PSA Provincial Office on (053) 839 1000.

GENERAL MANAGER