

FOR PSA MEMBERS: **DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT (DALRRD)**

02-08-2024

## What is happening at Department of Agriculture, Land Reform and Rural Development (DALRRD)?

### Ethics and risk survey

The employer conducted an ethics and risk survey through the Ethics Institute. Unfortunately, there was poor participation, and the issue was escalated to the Director-General and EXCO to address the problem of low attendance. The PSA will monitor progress in this matter.

### OHS matters

The employer conducted a process to elect the occupational health and safety (OHS) representatives. The employer outlined the designation of OHS representatives to determine their term of office and roles. The report regarding the state of OHS in all offices was not shared with the PSA. The PSA requested a report as a matter of urgency.

### GPSSBC Resolution 5/2014 (Recognition of Improved Qualification)

The employer indicated that there was only 10% of employees who would be paid owing to the recognition of improved qualification. Employees from the Department of Forestry and Fisheries were paid. A circular will be issued to encourage and advise employees to apply for the recognition of their improved qualifications so that DPSA can give approval and concurrence before they can be paid. A cash bonus will be paid for the attainment of one qualification. The PSA is monitoring progress on the matter.

### Issues at GADI (Agricultural College)

The employer reported that it visited the college together with labour to listen to the grievances of employees. In the main, employees reported on the ongoing disagreements regarding the issues of training and development. The task team of the Chamber planned to visit the College again to make a follow-up on complaints raised previously.

### Pay progression implementation

The employer reported that a request was made to Border Management Authority (BMA) to pay outstanding pay progression for its former employees. The PSA was concerned that the employees were penalised for submitting the performance assessments late, even though they were submitted on time to their immediate supervisors. The PSA will follow up on the outstanding pay progression payments and provide feedback to members.

### **Fit-For-Purpose structure**

The employer indicated that the Department was still operating with a start-up structure after the merger of the Department of Land Reform and Agriculture. A project plan was previously presented to labour at the DBC. The contract of the consultant who facilitated the review of the organisational structure was terminated. The employer is now in the process of drafting terms of reference for the Chamber task team to use for the review of the organisational structure. The Organisational Development section would lead the process. The PSA urged the employer to consult on all developments regarding the structure.

### **Interim Organisational Structure for Restitution**

The employer reported that the Restitution component would operate outside the DALRRD and stand on its own. The process of moving the component was halted and no clear time frames were outlined on when the process would be started again. The employer indicated that it requested advice from the DPSA on the matter. The DPSA indicated that the Restitution component cannot be an entity until it is proclaimed and declared by the President of the Republic. The PSA noted the report and will continue to monitor developments and give progress reports to members.

### **Decentralisation of certain functions to provinces**

It was previously reported that the employer intended to decentralise certain functions owing to the move of the Restitution component. The function such as the farming segment will be decentralised. A task team was formed to drive the process. The terms of reference were developed. The decision to move the functions was halted pending the inauguration of the President and the 7<sup>th</sup> Administration. Some employees would be expected to move to provinces and regions. The PSA will monitor developments on the matter and provide progress reports to members.

### **Cleaners project**

It was previously reported that after the move to the new DALRRD offices, Cleaners who were assigned to various directorates, mainly located at Agricultural Place, became displaced owing to the new offices having cleaners who are part of the PPP building project. The employer gave a report, stating that the Cleaners' placement was completed and some of them were re-purposed, especially those who were placed at the office of the DG for further development. The report stated that letters for the allocation were issued, and they will be able to be performance assessed as they now have proper supervision. The PSA noted the report and will follow up on the progress report and inform members accordingly.

### **Employee-satisfaction survey**

The employer reported that it intended to conduct an employee-satisfaction survey that is meant to give the Department an overall assessment of employees in the DALRRD. The survey was conducted and participation by employees was very low. The outcome of the survey will be shared with labour as soon as it is signed by the DG and EXCO.

### **Deeds quota**

The employer reported that it intended to conduct a study to determine the volume of work done during the day and during overtime at Deeds offices. The process aimed to determine a quota of work done on both occasions. A task team was established to facilitate the process and report at the DBC.

### **E-Recruitment and E-Leave**

The employer reported that it has started to test the E-Recruitment system and would begin with E-Leave later. The training program for the two systems will be conducted for all employees. The PSA noted the report and committed to partake in training programs.

### **Extension of reassignment of employees dealing with Land Acquisition and Land Development support**

The employer reported that during the merger of the Departments it accidentally abolished posts that were supposed to have been transferred to the new organisational structure. Furthermore, other senior members were requested to perform additional responsibilities until the issue of the structure was rectified. The PSA consulted with affected senior employees regarding the workload they experienced. The PSA requested those employees not to continue to perform additional work since it was hard for them to perform their normal duties. The PSA proposed that the employer should appoint the project managers as an interim measure until the issue of abolished posts is rectified.

### **Finalisation of inspections: Mozambique and Komatipoort**

The employer reported the inspection was conducted at Kruger, Phalaborwa, and Punda Maria and indicated that it will be communicating with labour to identify dates for the conclusion of the inspections. The reports of the inspections will be presented at the DBC for deliberation.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER