

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

02-12-2024

## Feedback: Special DALRRD Departmental Bargaining Forum - Proposed start-up structure

A Special Departmental Bargaining Chamber (DBC) meeting convened on 28 November 2024, following organised labour's request for time to consult their members on the proposed start-up structure. Feedback from members indicated a preference for reverting to the original structures of the two departments prior to their merger in 2019. This counterproposal was based on concerns that the employer's adjustments, particularly the transfer of certain positions from Rural Development to Agriculture, could negatively impact on employees' conditions of service.

The employer rejected this proposal, asserting that the previous structures of the two departments no longer existed, as these were replaced following the merger. The employer maintained that the only valid structure is that of the Department of Agriculture, Land Reform, and Rural Development (DALRRD) and confirmed its intention to proceed with submitting the proposed structure to the Department of Public Service and Administration. This submission aligns with the demerger process proclaimed by the 7<sup>th</sup> Administration under President Cyril Ramaphosa.

Organised labour expressed disappointment, highlighting that the employer's unwillingness to consider their input undermines the consultation process and appears to lack good faith. Labour resolved to advise their principals not to sign the collective agreement for the National Macro Organisation of Government until the employer engages meaningfully. They also plan to seek the intervention of the General Secretary of the GPSSBC and request their principals to secure an audience with the Minister of Public Service and Administration before finalising the start-up structure. Updates on these interventions will be shared with members as progress is made.

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

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