

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

25-11-2024

Feedback: DALRRD Special Departmental Bargaining Chamber (DBC) meeting – 21 November 2024

Departmental start-up structure

A special DBC meeting was held on 21 November 2024 where the employer presented the proposed start-up structure to labour in the presence of the DPSA representatives and unions council members. In the presentation, the employer also shared with labour a letter from the DALRRD Director-General where he was asking for an extension to submit to the DPSA the start-up structures for the two Departments (Department of Agriculture (DOA) and the Department of Land Reform and Rural Development (DLRRD)) after they did not manage to meet the deadline for the submission of the structure, which was set for 14 November 2024. In the presentation, the Department mentioned that Terms of Reference for program one would be shared with labour and committed that it has also ringfenced those who were deemed to be supernumerary pending consultation.

It was mentioned that the draft start-up structure was presented to the departmental EXCO that gave permission to proceed with the structure. A breakdown of the two Departments was given, where it was mentioned that the two Departments would be split on a 60/40 percent formula with the DLRRD being 60% whilst the DOA is 40%. The report further mentioned that all unfilled and unfunded posts would be abolished in line with the DPSA NMOG guidelines where 132 posts will be abolished. A total post establishment for the two Departments is 6 569 with the following breakdown: **DOA – 2010, DLRRD – 3 438, and DEEDS – 1 121**. The report further stated that the DLRRD would have the post of the Chief Financial Officer (CFO) whilst the DOA would take the post of the Corporate Services Support (CSS) with both Departments having their own Directors-General post.

Labour noted the report, and a way forward was that labour will be given time to consult with members and give inputs on the proposed structures on or by close of business on 27 November 2024 where a follow-up special DBC will be convened to afford the employer to submit the start-up structure by 30 November 2024. Parties agreed that the employer will populate the proposed start-up structure through the departmental internal communication to ensure that all employees get the opportunity to view the draft start-up structure, which will assist labour in expediting the consultation. The employer reassured labour that all warm bodies in the Department will be catered for in the start-up structure and that there will not be any supernumeraries.

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

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GENERAL MANAGER