

FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

08-11-2024

Feedback: Special GPSSBC meeting - National Micro-Organisation of Government (NMOG) Collective Agreement

The National Micro-Organisation of Government (NMOG) process was introduced following the President's directive to restructure government departments as part of the 7th Administration, continuing similar initiatives from the 6th Administration in 2019. This restructuring aims to reassure employees that their positions and roles will be safeguarded during the transition, as many have expressed anxiety over potential impacts on their employment.

On 30 June 2024, the President announced the creation of new departments and the reorganisation of existing ones, affecting multiple ministries. Notable changes include:

- Ministries of Electricity and Energy: To be merged into one department.
- Ministries of Mineral and Petroleum Resources: To be separated.
- Ministry of Agriculture: To separate from the Ministry of Land Reform and Rural Development.
- Ministry of Higher Education: To separate from the Ministry of Science and Innovation.
- Ministry of Justice and Constitutional Development: To separate from the Ministry of Correctional Services.
- Ministry of Public Enterprises: To be dissolved, with its functions temporarily housed in the Presidency until a new shareholder model for State-Owned Entities (SOEs) is developed.

SOEs under the Department of Public Enterprises will also be redistributed as follows:

- Transnet, SAA, and South African Express (SAX): To the Department of Transport.
- Eskom: To the Department of Electricity and Energy.
- Alexkor: To the Department of Mineral and Petroleum Resources.
- SAFCOL: To the Department of Forestry, Fisheries, and Environment.
- Denel: To the Department of Defense.

Additionally, name changes for newly formed departments are anticipated. This entire reconfiguration is scheduled for completion by 31 March 2025.

Current developments

At the Special GPSSBC meeting, the employer presented a draft collective agreement, outlining principles and criteria to govern the transfer of posts and staff in alignment with the NMOG process. This agreement applies to the State as the employer and all employees under the GPSSBC's scope and is rooted in key legislative guidelines from the *Public Service Act*, *Labour Relations Act*, and relevant Public Service Regulations. A point of contention was raised by the PSA regarding clause 4.5 of the draft agreement. The clause anticipates that only funded posts shall be subjected to ring-fencing and transfer processes. The PSA expressed concern, noting that many departments have left numerous posts vacant owing to years of cost-containment measures and moratoriums on recruitment. Many of these unfunded posts are still essential to departmental functions, and if excluded from ring-fencing or transfer, they risk being removed from the organisational structure, potentially leading to a backdoor reduction in departmental capacity. The PSA advocates that all approved positions on each department's structure, whether currently funded or not, should be included in the ring-fencing and transfer processes. Organised labour has acknowledged the employer's presentation and is currently reviewing the draft agreement in consultation with their members. A formal stance on the matter will be provided after these internal deliberations. The draft collective agreement will be central to the NMOG reconfiguration, aiming to ensure a process that respects employee rights and adheres to the timeline.

Member mandate requested

Members are encouraged to review the *attached* draft collective agreement and provide inputs and comments to the PSA at joseph.mashigo@psa.co.za by **12 November 2024** to contribute to the finalisation of the agreement before its implementation. If members do not have further inputs on the agreement, a mandate is requested for the signing of the agreement.

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