

Feedback: Special PSCBC meeting

National Micro-Organisation of Government process (NMOG)

The employer introduced the implementation of the NMOG process after the President of the Republic announced how government departments would be reconfigured in the 7th Administration. The same process was undertaken when the 6th administration was inaugurated in 2019. The employer intended to reassure labour that the process would not affect employees negatively after numerous reports that there was anxiety amongst employees. On 30 June 2024, the President announced the introduction of a new department and the split of others. Affected Departments included the following:

- The Ministries of Electricity and Energy will be merged as one department.
- The Ministries of Mineral and Petroleum Resources will be separated.
- The Ministry of Agriculture will be separated from the Ministry of Land Reform and Rural Development.
- The Ministry of Higher Education will be separated from the Ministry of Science and Innovation.
- The Ministry of Justice and Constitutional Development will be separated from the Ministry of Correctional Services.
- There will no longer be a Ministry of Public Enterprise. The Department will be located at the Presidency as a temporary measure, whilst the new shareholder model is developed.
- There will be name changes in some of the newly established departments.

The reconfiguration process is envisaged to be completed by 31 March 2025. The President is expected to proclaim due course so that the reconfiguration could kick start. Already there are workstreams formed to conduct internal work in the new Departments. There is also a National Steering Committee, which is chaired by the DG at the Presidency. The NMOG project team consists of senior managers from various Departments. There are also five workstreams formed, which were categorised as follows:

- Human Resources Management, Organisational Design and Labour Relations, which will deal with the posts and functions to be transferred and review of organisational structures of new departments.
- Finance and Planning, which will reconcile budgets of the new Department and identify financial needs.
- Infrastructure and ITC, which will gather information on the ITC system of the new Departments.
- Legal will audit all contracts and service level agreements, legislation, and memorandum of understanding to be transferred to new Departments.
- Change management and transversal projects, which will deal with communication regarding the progress of the NMOG process and engagement with labour at the PSCBC.

A project plan will be developed as soon as the President declares a proclamation on the process of NMOG. Parties at the PSCBC will conclude a collective agreement regarding the reconfiguration of the department and form a National Implementation Task Team (NITT), which will give directives on the process to place and match employees into new organisational structures. The NITT will further develop mechanisms to engage with employees in affected Departments. Affected Departments will be expected to form their chamber of task teams to deal with the specific transfer of functions and matching and placing of employees. They will submit periodical reports to the PSCBC NITT.

Labour noted the report and requested the employer to provide a guarantee that no employee would lose his/her job because of the NMOG process.

Members will be informed of developments.

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

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