



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

16-01-2025

Feedback: DALRRD facilitation meeting on NMOG process - 14 January 2025

Members will recall that the PSA declared a dispute regarding the start-up structure, which was facilitated by the General Secretary (GS) of the General Public Service Sectoral Bargaining Council. A follow-up meeting was convened, where the Council resolved to appoint a commissioner to facilitate the NMOG process, including the matching and placement of employees.

The GS emphasized the Council's commitment to supporting the Department in collaboration with organised labour's representatives in Council and the Department of Public Service and Administration. The purpose of this facilitation is to develop a comprehensive roadmap for conducting the matching and placement of employees.

Labour acknowledged the above and expressed the expectation that the employer would share a desktop exercise outlining the approach to the matching and placement process. Furthermore, labour emphasized the importance of one-on-one consultation sessions with affected employees and affirmed its commitment to participate in these sessions.

The employer requested time to consult with its Executive Committee to secure a mandate for the project plan, which would subsequently be shared with labour for input. The employer indicated that this process would require approximately two weeks, targeting the second week of February 2025 for completion.

Labour raised concerns about the timeframe requested by the employer, noting that the process would then have only eight weeks remaining to meet the 31 March 2025 deadline. It was agreed that parties will endeavour to work on shorter timelines to do justice to the process and finalise by 31 March 2025. Organised labour will also consult with its members to ensure thorough and uncompromised consultations. The Council committed to following up with the employer in the coming week to determine a possible date for a follow-up meeting. This meeting, facilitated by the appointed commissioner, will allow the employer to present the draft project plan for labour's consideration and input prior to implementation.

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