



FOR PSA MEMBERS: DEPARTMENT OF MINERAL RESOURCES AND ENERGY (DMRE)

19-03-2025

Feedback: DMRE Special General Public Service Sectoral Bargaining Council - 18 March 2025

Update: NMOG Status Report

Members are aware that the PSA is currently participating in the NMOG process. During the recent meeting, the employer reported that the staff complement for the DMRE is 1 402, with 938 core function and 464 support services employees.

The employer reported that only 252 support services employees were issued with matching and placement forms in line with clause 6.7 of the GPSSBC Resolution 5/2024, which states that '*where an employee's job function relates to two or more posts within the new organisational structures, the employee will be afforded the opportunity to indicate his or her preference*' and placed according to clause 6.8 of the same agreement, which stipulates that '*where more than one employee's profile matches a particular post in the new establishment, the employee who has been longer in the post will be considered first*'.

The PSA expressed disappointment at the employer's failure to share the written presentation with organised labour prior to the meeting. It further questioned the employer whether the 1 402 employees are inclusive of employees from the Department of Public Enterprises (DPE). The employer responded that the 1 402 number does not include employees from the DPE. The PSA demanded that the employer should go back to revise the report to include DPE employees. Further, the report should indicate the number of employees who will be in excess. The employer committed to amend the presentation and circulate this to organised labour by not later than 19 March 2025. Parties resolved to reconvene as soon as organised labour received a revised written report. The PSA will continue to ensure that members' rights are protected throughout this process. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices for assistance.

Reuben Maleka
GENERAL MANAGER