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

18-11-2024

## Feedback: DALRRD - Special Departmental Bargaining Forum Meeting on Draft Organisational Structure

A special Departmental Bargaining Chamber meeting was held on 14 November 2024, during which the employer intended to present the final organisational structure to organised labour. During the meeting, the employer informed organised labour that the submission date had been moved forward from 30 November 2024 to 14 November 2024.

Organised labour sought clarity on when the employer was notified of this change by the Department of Public Service and Administration (DPSA) and learned that the notification had been sent on 8 November 2024 but was only communicated to organised labour on the closing date of 14 November 2024.

This delay in communication was strongly criticised by organised labour, as it left no time to provide meaningful input. The PSA views this as an indication of bad faith in negotiations, highlighting concerns about the employer presenting what already appeared to be a finalised structure without allowing adequate consultation with members. To address the issue, organised labour resolved to escalate the matter to their principals for further engagement with the GPSSBC General Secretary for guidance. The PSA committed to writing to the Council to request an audience and seek recourse.

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

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GENERAL MANAGER