

Feedback: Meeting - KZN Office of Premier

The PSA was invited to the Office of the Premier (OTP) for a presentation/consultation on the re-aligned organisational structure. In terms of the presentation, the OTP is re-aligning its organogram to enhance the role of the OTP in the Provincial Administration. The structure was reviewed to promote accountability for the delivery of outcomes and promote coherence, better coordination, and optimising the use of resources for efficient and effective administration. In reviewing the structure, factors such as homogenous functions, specialisation, departmentation, chain of command, span of control, centralisation/decentralisation and formalisation were considered. Many of the changes were also influenced by, *inter alia*, technological innovation, economic developments, and global shifts. The proposed changes to the structure are as follows:

Shared Administrative Service Centres

This is based on a directive from the Department of Public Service and Administration (DPSA) to centralise admin support units to improve efficiency. Each branch will have an admin support unit, which will be under the supervision of the Deputy Director: Branch Coordination for all Deputy Directors-General (DDGs). This function has been decentralised further under each chief directorate and will be headed by an Admin Officer. Existing Office Manager posts will be abolished through attrition and Personal Assistant (PA) posts will be allocated only to DDGs. Secretaries will be shared amongst SMS members. Newly created Admin Officer posts will be filled through the translation of current PAs. One Admin Officer and one Secretary will service three Senior Management Services (SMS) posts. Surplus Personal Assistant posts will be translated to Practitioner posts for utilisation in units lacking capacity.

Kings Support and Royal Household Palace Operations

The Directorate: Royal Household was realigned to reflect resources allocated to the Reigning King and those for Queen Mother Legacy Palaces, to ensure equitable distribution of resources and prioritise services to be rendered to the Reigning King. The ratio of 1:6 was determined for the Reigning King's palaces, *i.e.*, one Palace Officer to supervise six Palace Assistants. For the Queen Mother Legacy Palaces, a ratio of 1:5 was utilised. In line with the afore-mentioned ratio, excess personnel can be utilised in other palaces, where a high demand for their services exists. Attrition will apply for excess personnel and such vacancies will not be filled.

Integration of Women, Youth and Persons with Disabilities function

The function on youth development has been integrated in the unit dealing with the rights of women and persons with disabilities to advocate human rights and the equitable distribution of resources. This

becomes the realigned Chief Directorate: Women, Youth and Persons with Disabilities. The function related to the rights of Children with Disabilities will be coordinated in partnership with the Department of Social Development. Coordination of transversal bursaries has been moved to the PPSTA.

Reintegration of Chief Directorate: Provincial Forensic Investigation

The titles of the various Cluster Directorates are no more reflected as Cluster 1,2 and 3 but have been renamed to Directorates: Forensic Investigations and the Division: Forensic Information Management. The Division: Forensic Information Management is responsible for the distribution and monitoring of projects as the Chief Directorate's information center point.

Chief Directorate: Provincial Research and Policy Coordination

This unit will shift from cluster coordination to focus on macro-policy research and macro policy by coordinating the provision of provincial policy development and research coordination services in the province.

Directorate: Digital Information and Innovation Hub

The re-aligned Nerve Centre function will be placed under the Chief Directorate: Provincial Government Information and Communication Technology. Its focus will be on the coordination of digital information and innovation hub to support provincial departments and municipalities.

Establishment of Transversal Financial Compliance unit in OTP

To manage the provision of strategic financial management services.

Coordination of councils under Policy Research, Performance Monitoring and Evaluation

To manage and coordinate the provision of advice on the strategic direction to sector councils.

The OTP has given the assurance that no member will be adversely affected. Members are encouraged to submit their inputs to the proposed changes by no later than **9 October 2024**. Members can contact the Durban and Pietermaritzburg PSA Provincial Offices on (031) 310 3600 and (033) 392 7600 respectively, should they require further clarity/information in relation to the proposed changes.

Reuben Maleka
GENERAL MANAGER