



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

14-04-2025

Feedback: DALRRD NMOG matching and placement process

The PSA has been actively involved in the National Macro Organisation of Government (NMOG) process following the decision by the 7th Administration to demerge the Department of Agriculture and the Department of Land Reform and Rural Development. This was formalised through a proclamation signed by President Cyril Ramaphosa.

The process initially commenced in the Departmental Bargaining Chamber, where attempts to agree on a start-up structure failed. This impasse led organised labour to revoke section 17 of the Governance rules of the Chamber. A facilitation meeting was subsequently convened by the General Secretary of the General Public Service Sectoral Bargaining Council (GPSSBC), where it was resolved that the NMOG process would continue under facilitation.

A Commissioner was appointed to oversee the matching and placement of affected officials. The facilitation process resulted in some officials being directly placed, whilst others required consultation owing to a mismatch between available posts and affected staff. Placement decisions were guided by GPSSBC Resolution 5/2024, which outlines scenarios under which placements must occur. A notable dispute arose during the consultation process concerning the Corporate Executive Development (CED) unit. Whilst the employer intended to place the unit in the Department of Agriculture (DOA), affected officials believed that they rightfully belonged within the Department of Land Reform and Rural Development (DLRRD).

This matter was escalated to the National Implementation and Task Team (NITT) and deliberated at a meeting on 11 April 2025, chaired by the GPSSBC General Secretary. The employer, however, could not commit to revising its position regarding the placement of the CED unit. One of the unions declared its intention to lodge a formal dispute. Whilst the PSA also expressed dissatisfaction with the employer's stance, it opted to continue engaging in the facilitation process after the employer requested time to consult its principals, with a commitment to provide feedback by 30 April 2025. Nonetheless, the PSA

expressed its willingness to support the other union should the matter proceed to strike action, as PSA members are equally affected by this issue.

Additionally, the PSA received grievances from individual members who are not satisfied with their placements under Resolution 5/2024. Although seniority was considered during placement, some officials remained dissatisfied with their placement to either the DOA or DLRRD. These members were advised to formally lodge disputes, which have been submitted through the Chamber Secretary. It was agreed that at the conclusion of the consultation process, parties would decide whether to resolve these disputes in the current facilitation period or refer these to the normal dispute resolution procedures provided for in the Council.

In an effort to minimise grievances and disputes, the employer and labour agreed to allow for voluntary placement swaps between affected officials who, although placed in equivalent positions, prefer different departments. This arrangement is strictly conditional on mutual agreement between officials and will be facilitated to improve satisfaction with the placement process.

For more information or to join the PSA, employees can visit the PSA's website or contact the nearest PSA Provincial Office.

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GENERAL MANAGER