



FOR PSA MEMBERS: **GAUTENG PROVINCE**

10-04-2025

Feedback: Provincial Macro Organising of Governance (PMOG) – Gauteng Government restructuring of Gauteng Department of Agriculture and Environment (Workstreams)

The PSA would like to update members following the meeting between the employer and labour representatives. Members will recall that there was a pronouncement by the Premier of the 7th administration to divide the Gauteng Department of Agriculture, Rural Development, and Environment (GDARDE) into two departments. As communicated in the previous *Informus*, the Department (GDARDE) established Project Teams and Workstreams to do the technical work in respect of ring-fencing functions, staff, and resources for transfer/establishment of two departments. The following important aspects were discussed at the Workstreams meetings:

PMOG project

PMOG governance structure was established with the objective to:

- Regularly report to the Provincial Steering Committee/Task Team.
- Regularly engage and obtain guidance from the Provincial Project Team.
- Workstream provides technical work in respect of ring-fencing functions, staff, and resources for transfer between affected departments, as well as providing technical advice and support throughout the PMOG process.

Gauteng Department of Agriculture and Environmental Affairs

- Organised labour was informed about the splitting of Gauteng Department of Agriculture and Environmental Affairs.
- The PSA was further informed that the Department is currently utilising an old, approved structure.
- A structure was developed and consulted with the Minister of Public Service and Administration (MPSA) but never implemented.
- The PSA indicated to the employer that it is very concerned about the process that the Department is following.

- The PSA also raised the fact that the Cradle of Humankind is under the Gauteng Department of Economic Development, however, it is supposed to be under the structure of the Gauteng Department of Agriculture.
- Interim structures for the two portfolios needed to be developed based on the old structure. The split is recommended to be 53% Environment and 47% Agriculture based on the Persal structure.
- The ratio is guided by the number of posts for core (Environment and Agriculture).
- However, based on the issue of the structure not being accurate, the PSA rejected the proposed interim structure and demanded that the workstreams be rescheduled.
- The workstreams were reconvened on 25, 26, and 27 March 2025 and 1 to 3 April 2025.
- There was consultation with organised labour on the placement and transfer of staff under programme one in line with criteria outlined in GPSSBC Resolution 5/2024.

The PSA will provide regular updates on the process and consult with affected members accordingly. The PSA encourages employees who have not yet joined the PSA to do so. Interested parties can visit the PSA's website, email ask@psa.co.za, or contact any of the PSA Provincial Offices for assistance. The PSA is dedicated to advocating for the rights and interests of public-service employees across the province and will continue to engage in these processes to ensure that fair and transparent outcomes are achieved.

Reuben Maleka
GENERAL MANAGER