

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF SOCIAL DEVELOPMENT (DSD)

15-11-2019

## Public Service Coordinating Bargaining Council (PSCBC) Agreement - 2019 Reconfiguration of Government Departments

As members are aware, following the elections in May, the President announced changes in the configuration of Public Service departments. These also involve the transfer of functions from one department to another. In the case of the DSD, it will relinquish the function of Rights of Persons with Disabilities to the new Department of Women, Youth and Persons with Disabilities (WYPD) from 1 April 2020. The employer indicated that it ringfenced the following resources for transfer:

- Six Senior Management Services (SMS) posts
- Six non-SMS posts
- Three vacant, funded posts
- A budget of R21 million
- Assets to be transferred with affected employees such as office furniture and laptops

The employer confirmed that affected employees were consulted. The agreement also provides for the establishment of a combined labour and employer task team to facilitate the transfer process. Parties agreed that a task team be established, consisting of equal representation, under the auspices of the Chamber.

Linked to the reconfiguration process, the employer also obtained concurrence from the Minister of Public Service and Administration (MPSA) for a new macro-organisational structure. The key element is the reducing of existing Branches from ten to six. The following Branches have now been incorporated under existing Branches and employees migrated as is:

- Non-Profit Organisations
- Social Policy
- Anti-substance abuse and crime prevention

### Organisational review and enhancement process

Labour was informed that the DSD identified a need to review the organisational structure to address inefficiencies such as functional duplications, silo approaches on the execution of operations, etc. The Government Technical Advisory Committee (GTAC) was commissioned to assist with the development of the organisational structure and related aspects.

GTAC has been given 12 months to finalise the entire project. Between now and October 2020, the following deliverables will be dealt with:

- Approve organizational structure
- Implement change management interventions
- Develop service delivery model with clearly defined services
- Mapping of business processes
- Clearly define scope of work and work measurement

The item remains on the agenda for updating and progress reports. Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER