

INFORMUS



FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL
(PSCBC) 20/2019

16-09-2019

Feedback: Special PSCBC meeting

Reconfiguration of Departments: National Macro Organisation of Government (NMOG) 2019

Parties previously noted the announcement on the reconfiguration of Departments by the State President for the 6th Administration. To ensure that the interests of members are advanced and that there is job security with the implementation of the process, labour tabled the matter for negotiation.

Parties subsequently resolved to sign an agreement to regulate the process. Whilst negotiations on the process were unfolding, labour demanded that the implementation of the Reconfiguration by Departments should be put on hold until the agreement was concluded.

It is, however, important to note that the agreement that seeks to regulate the process will only be applicable to affected Departments. A scoping report that indicates changes that will be made as well as the Departments that will be affected was presented at a PSCBC meeting.

The draft agreement (*attached*) seeks to outline the principles that will govern the process; prescribe criteria for the ringfencing of the transfer of staff as well as for the matching and placement of staff in the “newly” defined Departments. The agreement further seeks to ensure that there will be no job losses and that the employer will not use it to offer retrenchment packages to those who will be declared in excess as a result.

Members are requested to urgently provide any additional input on the draft agreement **by 18 September 2019**.

Ivan Fredericks
GENERAL MANAGER