

INFORMUS



FOR PSA MEMBERS: DEPARTMENT OF ENVIRONMENT, FORESTRY AND FISHERIES (DEFF)

06-11-2020

Proposals: New structure for DEFF

The employer presented a new proposed macro structure for the Department in a special Bargaining Chamber meeting. In developing the structure, the employer reported that all measures as issued by National Treasury were considered. Noting that the Department of Public Service and Administration (DPSA) had indicated cutting costs on compensation of employees, the employer limited the creation of new, higher posts. Where functions were duplicated during configuration, such was eliminated.

Posts with similar key performance areas across the Public Service were re-organised as well on the new structure. It reported that there would be no duplication of functions. All functions with the same genetic structure or exhibiting homogeneity were grouped together. The posts provisioning and the span of control were taken into consideration. It has also ensured that resources do follow the functions.

The structure is still to be submitted to the DPSA for concurrence. As this structural development is inclusive of the two Branches from DAFF, members are encouraged to assist in crafting a model that will harmonise relationship and coordination of all serving employees and contributing towards effective service delivery.

Members are requested to peruse the *attached* Start-Up and envisaged proposed structures. In the interim, inputs must be submitted to KMoela@environment.gov.za; MPhaladi@environment.gov.za; KMonnahela@environment.gov.za; RMalebe@environment.gov.za; and DTsutsube@environment.gov.za;

More information is available in the detailed *Informus* at your nearest PSA Provincial Office. Members will be informed of developments.

GENERAL MANAGER