

NMOG: Departmental Task Team (DTT)

After several multilateral meetings between the employer and labour, parties have made strides towards finalizing the process. The following items were tabled for ratification:

Update: Placement letters

Most of the letters were signed by the Director-General. The issuing of these letter is still in process. Letters are being personally served rather than through emails. Labour enquired on the failure of attaching the agreed clarifying memo on the letters as agreed. The memo was to clarify objection for placement, reporting lines, communication with newly placed staff, office space, etc. A response was that the signed memo was delayed by Human Resources.

Special cases

The employer reported that it has consulted with the only outstanding employee (a PSA member). The latter assisted the member and will follow-up for a final decision. Thereafter, it will be case closed.

Excess list

This list led to the compilation of a Vacancy List. Parties identified approximately five candidates who may be placed on the vacancy list. Employees currently perform 60% of the functions of the identified posts. Parties agreed that the employer is to consult those employees for them to exercise options to be placed in such identified posts. Labour supported the proposal of placement as presented by the employer. Deliberations were deferred to the multilateral meeting that will be convened on 20 October 2020.

Vacancy lists

Parties agreed that this list be compiled, out of all posts which cannot be filled by employees from the Excess List. Parties would ensure that there are no eligible posts for excess employees in this list. There are possible 148-line function posts that may be advertised. The employer made parties aware that those posts used for placing excess employees would not be advertised until the new organisational structure of the DMRE is finalised. Labour also proposed that Support posts that cannot be filled by excess employees, must be considered for advertisement.

Members will be informed of developments.

GENERAL MANAGER