

FOR PSA MEMBERS: DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM

13-02-2020

Update: National Macro Organisation of Government (NMOG) 2019 on Configuration of Department: Department of Agriculture (DAFF) and Department of Rural Development and Land Reform (DRDLR)

The NMOG task team meeting was convened on 10 February 2020. As a result of the proposed merger between DAFF and DRDLR, the employer established that there are certain SMS posts that resulted in being supernumerary. The employer made a presentation about all SMS posts that became supernumerary. It was indicated that there were 25 such SMS posts (a list was provided). The employer also indicated that there were also 28 posts that will not appear in the proposed start-up structure and that 21 of those posts are filled and 7 are vacant, funded posts. The 21 posts will probably be additional to the establishment. However, funds of those vacant posts will be re-used. The employer further proposed that the task team should consider a consultation process with all incumbents of affected posts to ease anxiety and confusion. The employer indicated that the Departments were still busy with the microstructure and will report to the task team as soon as the exercise is completed.

The PSA noted the report but requested the employer to put the recruitment and selection processes on hold until the merger is completed. The PSA also requested the employer to provide the task team with an analysis of all supernumerary posts for SMS. The employer noted the PSA's request and indicated that it will engage the DPSA and PSCBC about the proposed moratorium on posts. The employer further committed to submit the analysis of supernumerary posts on 6 March 2020.

Members will be updated on developments.

GENERAL MANAGER