

Feedback: Special meeting of the KZN General Public Service Sector Bargaining Council (KZN GPSSBC) - 23 February 2021

The KZN Department of Human Settlements requested that a special meeting of the Council be convened to present its new organisational structure. The meeting took place virtually on 23 February 2021 and the Department made a Power Point introductory presentation of the new structure, which included the following:

Current organisational structure

The employer presented the current structure which was developed in 2008 and it is too bureaucratic and centralised. The employer indicated that they now have an additional mandate as a developer. The new National Framework of the District Development Model (DDM) necessitates the structural changes. It was reported that the new structure will therefore respond to the DDM Framework and align the Department to its own strategic imperatives and promote regular interfacing with the community.

New National Framework of the District Development Model (DDM)

The employer reported that the DDM Framework has enabled the creation of additional posts as each District will have a complement of staff to support the DDM model. There will be 10 Districts plus a Metro. Head Office will not be affected since Programme 1 will remain centralised. The Department does not anticipate excess staff. Should there be a need, re-skilling and re-allocation of functions will be done. Permanent employees will not be negatively affected. Better opportunities for upward mobility will be created as Districts will be established. It was reported that the new structure will enhance service delivery.

The Department indicated that the new structure was dealt with at the Departmental Task Team (DTT). However, the meeting was adjourned to enable the Department to provide minutes and documentation of discussions at the DTT. Members will be advised of further developments in the matter.

GENERAL MANAGER

