

FOR PSA MEMBERS: DEPARTMENT OF AGRICULTURE, LAND REFORM, AND RURAL DEVELOPMENT (DALRRD)

06-10-2022

## Feedback: Special Departmental Bargaining Chamber meeting - 4 October 2022

### Agricultural Colleges transfer from provinces to DALRRD

Members are aware that labour was requested to submit suitable dates to visit all agricultural colleges in the provinces during August and September 2022 to consult with members regarding the envisaged transfers. Upon compliance with the request, the scheduled visits were cancelled two days before commencement owing to an increased number of complaints by affected members. The employer then requested the special DBC meeting. During the meeting, the DPSA advised that it is not necessary to remit the matter back to the PSCBC as it was already resolved that the GPSSBC should constitute a task team to deal with it. The employer was further reminded that the transfers are because of the signed Proclamation by the President with the transfer date being 1 April 2023. Subsequently, the employer was mandated to draw up a schedule of visits in consultation with labour to ensure engagement prior to the set transfer date. Parties agreed to look at dates outside of the meeting and a schedule will be submitted to the Chamber Secretariat.

### Facilitation: “Fit for Purpose” structure dispute

Labour invoked clause 17 of the Chamber rules after discovering that the employer was engaging individual employees before the matter was even tabled at the DBC for consultation. A facilitation meeting was convened on 4 October 2022, chaired by the General Secretary of the Council who received submissions from both parties. Upon consideration of the submissions and discussion with parties, she ruled that the employer was wrong and violated the GPSSBC rules on restructuring. The employer was ordered to immediately stop with all processes and discussions on the matter with employees. Further, the employer was directed to request the DBC meeting to commence with consultation without delay as the matter is already in the public and causing anxiety amongst employees. The employer was also mandated to issue a communique to inform employees that the process will be started afresh as it did not comply with Council rules.

### DBC agenda items

The NMOG process, which started as far back as 2018 after the President announced the reconfiguration of government, delayed discussion of as many as 15 agenda items. It was resolved that a bilateral meeting should be convened on 14 October 2022 to assess these agenda items as some might have

been overtaken by circumstances. The report will be submitted to the Chamber. Parties agreed to convene a special DBC to focus on these urgent and burning issues:

- Border Management Agency
- Fit for Purpose Structure
- Transfer of Agricultural Colleges from Provincial Offices to DALRRD
- Employment Equity
- Code of Conduct Policy on Sexual Harassment

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER