

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

18-02-2022

Alleged restructuring in Department

Members will recall that the National Macro Organisation of the Government (NMOG) was finalised on 19 January 2022, after a struggle on transferring posts from the defunct Department of Agriculture, Forestry and Fisheries (DAFF), subsequently being the configured Department of Agriculture, Land Reform, and Rural Development (DALRRD) to the newly configured Department of Forestry, Fisheries, and Environment (DFFE). A total of 15 Program-1 posts were to be transferred from DALRRD from 1 April 2021. Subsequently, the National Interdepartmental Task Team (NITT), two departmental Ministries and the DPSA engaged where it was resolved that two departments must equally share the posts. It was agreed that the any dissatisfaction should be dealt with in terms of PSCBC Resolution 1/2019. Furthermore, parties agreed that any outstanding matters of mutual interest would be discussed in the respective newly established Chambers.

The PSA was alerted that there is looming restructuring occurring in Corporate Management Services, Forestry Management, Environment Programmes as well as Oceans and Cost. The newly created structure of DFFE is still to be finalised and shared with labour, especially the PSA as majority Union. This process cannot commence prior to the finalisation of such a structure. To enable the PSA to protect members' rights and interests against suspected clandestine conduct of the employer by unilaterally embarking on unbecoming conduct, there is a need for tangible evidence and support from members. Failure by the employer to consult sufficiently with PSA as majority Union and other parties renders such conduct an unfair labour practice. Members are urgently urged to submit any additional information or inputs to the PSA National Branch to ensure effective engagement with the employer. Inputs must be submitted to Tutuzela Helen Balintulo TBalintulo@dffe.gov.za; Qaphela Ndabankulu qndabankulu@dffe.gov.za; qaphela84@gmail.com; Thokozani Nxumalo nxumalothokozani049@gmail.com; Shonisani Makananise smakananise@dffe.gov.za; Reconcile Malebe reconcile.malebe@gmail.com; Sonwabo Namba snamba@dffe.gov.za; MPHALADI@dffe.gov.za; or Kgomotso Moela KMoela@dffe.gov.za.

Members will be informed of developments.

The PSA expresses sincere condolences to all members who were and/or are impacted by the COVID-19 pandemic. The PSA supports and encourages the taking of vaccination.

GENERAL MANAGER