

National Macro-Organisational Government (NMOG): Departmental Task Team (DTT) - 20 January 2022

Transfer of remaining posts

Members are aware of the pending finalisation of the NMOG process. The hinderance of its finalisation was the transfer of posts from the configured Department of Agriculture, Land Reform and Rural Development (DLRRD). After the intervention of the NITT, both employer parties in the DTT were advised to consult both Ministers of DFFE and DLRRD. The employer had to be afforded an opportunity from the meeting that was convened on 4 September 2021. It was reported that the employer party met with the Department of Public Service and Administration (DPSA) on 10 December 2021.

In total, 15 programs and one post were transferred with effect from 1 April 2021. Ten posts were transferred and five of those posts were from the Research Directorate. Following interviews with incumbents in the latter posts, they were reluctant to be transferred to the DFFE. The Department of Agriculture, Land Reform, and Rural Development (DALRRD) consented to transferring those five funded posts, excluding the incumbents. Furthermore, eight Information, Communication and Technology (ICT) posts were contested.

Employer parties (DFFE and DALRRD) requested to be be afforded an opportunity, excluding labour, to consult with the Department of Public Service and Administration (DPSA) for advice. It was reported that employer parties met on 10 December 2021. The outcome of the consultation was that either Department must share four posts each. Labour was consulted and the rationale of such decision was acceptable. The DFFE has already received the said four ICT apportioned posts, including the incumbents.

Labour requested that a close-up report be shared with parties. The PSA consented that the NMOG DTT mandate has been realised and supported the Chairperson proposal of dismantling the structure. Any other ancillary issues related to this process will be dealt with at its Chamber.

Tax issues

Members reported that they were adversely affected by taxation that was implemented by the employer during their transfer from former Departments to the configured Department. A presentation was organised by the employer. It was discovered that it was a systematic challenge that occurred during the migration of employees to new Departments. Both Departments have consulted with the South African

Revenue Service and the Department of National Treasury and resolved that the impasse would be addressed during the forthcoming end of tax year.

The PSA would like to thank members who assisted with inputs and addressing challenges that were identified during the process.

Members are urged to exercise extra care related to COVID-19. Affected members are wished a speedy recovery.

GENERAL MANAGER