

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

22-03-2023

## Feedback: Special Departmental Bargaining Chamber (SDBC) – 17 March 2023

### Transfers of employees to Border Management Authority (BMA)

Members are aware that the employer and labour undertook consultation meetings between 9 and 13 March 2023 in Gauteng, Western Cape, and Mpumalanga where affected employees attended. It came to the attention of labour during the last consultation in Nelspruit that about 45 employees from KZN and surrounding areas were unable to attend the 3 sessions mentioned above, after a conflicting message was sent to them that the Nelspruit session was postponed. A decision was taken by the employer to reconvene the session in Durban on 23 March 2023 in order to afford them an opportunity to be consulted.

The employer further agreed to allow labour to report back to their members post the DBC, after members raised a number of issues pertaining to the move, which amongst issues raised were that the employer should allow those who don't want to be transferred to BMA to stay within the department. The employer's response was that no employee would be allowed to remain as their functions will be transferred to the BMA and that they must follow their functions. Labour is in the process of identifying dates and some will be circulated to members with an exact schedule soonest.

### Relocation of employees to the newly built PPP Offices in Pretoria

Labour raised concerns pertaining to employer consultation with members about relocation before engagement at the DBC. Labour was very firm that issues like transport allowance, allocation of parking bays at the new offices, allocation of offices and security must form part of the discussions prior to the employee move to ensure that their benefits and rights are protected. Parties subsequently agreed to establish a Task Team which will extensively discuss the above and any other issues related to the move. A date for the Task Team meeting was agreed to be on the 27<sup>th</sup> of March 2023 where both the employer and labour will identify 3 representatives to sit on the Task Team then report back to the DBC.

### Fit For Purpose Structure

Members will recall that the employer presented the start-up micro structure where they intend to resume discussions in the DBC post the facilitation meeting which compelled the employer to involve labour. Parties agreed to convene a meeting on 3 April 2023, where labour will be given an opportunity to look at the revised Project Plan after there was a decision to look at the Framework and proposed

Implementation plan. The employer recommitted in this meeting that no employee who will lose their jobs.

Members will be updated on the 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