

FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF SOCIAL DEVELOPMENT**

17-04-2023

Feedback: Multilateral Meeting – 14 April 2023

Institutional Realignment Project (IRP)

The Gauteng Department of Social Development reported that it intends to conduct an IRP. The IRP will mainly affect those employees who are administering and monitoring Non-Profit Organisations (NPOs). This will affect the organisational structure but not the job profiles and post establishments. It will also not affect the service-delivery model. The aim is to re-align functions to fit the needs of the entire programme of partnership with NPOs to meet the demand. There will be new posts to be introduced. Those posts are yet to be evaluated by the DPSA in consultation with the Office of the Premier and Provincial Treasury. Details of the report and processes to be followed are to be discussed on the next multilateral meeting.

Realignment of organisational structure

The Gauteng Department of Social Development is in the process of realigning the organisational structure to meet the needs of the community. The Department made a commitment to include non-core functions that are outsourced such as gardeners, security, cleaners, caterers, *etc.*, into a new organisational structure. There will be an increase in the number of employees of the Department of Social Development. The Department is consulting with the Office of the Premier, Provincial Treasury, and the DPSA regarding the new proposed organisational structure. The Department will be in continuous consultation with the PSA on the processes that will unfold after consultations.

Statutory registration for social services and health professions

The statutory deductions have been implemented by the employer, but the PSA raised dissatisfaction with regards to 25 de-registered officials as a result of negligence by the employer. The employer promised to rectify the mistake and to take responsibility of paying for restoration fees. The PSA urges any PSA members who are affected by this to contact the PSA Provincial Office in Johannesburg for further assistance.

Members will be informed of developments.

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

GENERAL MANAGER