

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

16-02-2024

Feedback: DALRRD Departmental Special Chamber meeting - 13 February 2024

Ethics and Risk Assessment

The employer reported that a service provider was appointed to help the Department to survey the creation of an ethical culture. The exercise intends to reduce the number of disciplinary hearing cases through awareness campaigns. The PSA noted the submission and requested that the employer must workshop the project first with DBC members. The proposed dates for the workshop will be communicated through the Chamber administrator.

OHS issues

The employer reported that it will convene a meeting to nominate OHS representatives at the head office's new building. The PSA will submit names of two representatives through the Chamber administrator by 16 February 2024.

Relocation to new building

The report regarding the relocation process to the new head office building was deferred to the next DBC meeting.

Cleaners project

The employer requested the PSA to submit a list of concerns from Cleaners. The employer will investigate the issues and respond accordingly at the next DBC meeting.

Fit-for-Purpose structure

The employer indicated that EXCO requested a meeting between the DG of DALRRD and the DG of DPSA to resolve issues regarding the proposed structure. The PSA raised a concern about the delay to finalise the fit-for-purpose organisational structure. The PSA urged the employer to fast-track its internal processes and report at the next DBC meeting.

EPMDS finalisation and payment for 2021/22-financial year

The employer reported that 509 employees who are on the last notch did not qualify for grade progression and 955 employees were disqualified for late submission of performance agreements. The

process of implementing the performance assessment payments for officials who were transferred to the Border Management Authority was receiving the necessary attention. The PSA requested that the employer should consider and condone late submissions. Affected employees must submit motivations as to why they submitted late. The employer noted the concerns raised by the PSA and will investigate and report at the next DBC meeting.

Departmental policies

The employer tabled the Shift Policy for noting by the DBC. The draft policy was deferred to the policy task team for further consultation. The draft policy will be circulated to employees through the internal departmental website for input.

Relocation of Western Cape offices

The employer reported that it has received an eviction order to vacate the building from Parliament. An extension to vacate was granted up to 31 March 2024. The Department is looking for alternative office space. Labour noted the presentation by the employer and requested that a task team be established to facilitate the envisaged relocation process.

Employee satisfaction survey

The employer reported that it wants to survey HR policies to test the satisfaction of employees. It further reported that the survey will be done online and that its purpose is to create a favourable environment in the workplace. It intends to start the process on 1 March 2024. The PSA noted the presentation and requested that the date to start the process be shifted to so that the matter can first be deliberated at the DBC.

Deeds quota

The employer reported that it is seeking permission to conduct a review of the examination/norms quotas during normal working hours and overtime for junior and senior Deeds registrars. The employer stated that the norms were last reviewed in 2014. Parties agreed to form a task team, which will include representatives of labour and the employer. The names of task team members will be submitted on 16 February 2024.

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.

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GENERAL MANAGER