

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

20-12-2024

Feedback: Facilitation meeting on the deadlocked NMOG process

PSA members will recall that the union expressed dissatisfaction with the employer's response following the submission of members' inputs on the proposed start-up structure during the Departmental Bargaining Chamber (DBC) meeting held on 28 November 2024. Subsequently, the PSA sought the intervention of the General Secretary (GS) of the General Public Service Sectoral Bargaining Chamber (GPSSBC). A facilitation meeting was convened on 18 December 2024 to address the matter.

During the meeting, the PSA presented its members' mandate regarding the start-up structure. Members had proposed reverting to the structures of the two departments (Agriculture and Rural Development) that existed before their merger during the NMOG process in 2019. The PSA emphasised that the employer's current approach overlooked the critical differences between the two departments, which could negatively affect members' work efficiency and focus. A major concern raised by the PSA was the reallocation of certain directorates with national responsibilities from Rural Development to Agriculture. The PSA argued that the shift would hinder members whose primary functions align with Rural Development rather than Agriculture. Additionally, the PSA expressed frustration over the employer's apparent dismissal of its inputs during the DBC engagements in November 2024, viewing it as a failure to consider members' concerns meaningfully. While the employer was allowed to respond, their position was inconsistent. Initially, they appeared open to considering the PSA's inputs, but this was contradicted by a Department of Public Service and Administration (DPSA) representative. The DPSA clarified that the start-up structure had already been submitted and no further amendments would be entertained, except during the formulation of the Fit-for-Purpose structure. The PSA noted its intention to explore alternative avenues to address the disadvantages faced by its members, emphasising that waiting for the Fit-for-Purpose structure could have significant and prolonged consequences. Ultimately, the meeting concluded without a resolution, as the facilitation process failed to achieve consensus between the parties. While the employer expressed willingness to engage with the PSA on other issues, they firmly excluded the start-up structure from further discussions.

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