

FOR PSA MEMBERS: **KWAZULU-NATAL DEPARTMENT OF COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS (COGTA)**

09-04-2024

Feedback: Special COGTA GPSSBC Task Team Meeting on realignment of organisational structure in KwaZulu-Natal - 5 April 2024

The following items were discussed during the meeting:

Departmental Uniforms

The Supply Chain Management representative indicated that it is the responsibility of each directorate to initiate the purchasing of uniforms for its employees through a submission to the Head of Department. Labour indicated that the Supply Chain Management and the Directorate should develop a procurement plan to purchase uniforms.

Tools of Trade

The Supply Chain Management representative indicated that there is a loss control committee that is tasked to look at individual matters regarding lost/stolen laptops or cellphones. Each matter is dealt with on own merits. The employer further indicated that Treasury regulations prevent the employer to take up the insurance for these tools of trade because the amount exceeds R250 000 per year.

Community Development Worker transport

The matter was not discussed because the previous Chief Director who was tasked to look at the matter is no longer employed by the Department. The meeting proposed that the matter be tabled before the new Chief Director, and it was subsequently deferred to the next meeting.

Payment of pay progression

The matter could not be discussed because the Human Resource Management Chief Director was not present at the meeting, and it was subsequently deferred to the next meeting.

Special task team meeting

A special meeting with labour was held on 5 April 2024 and the employer presented to labour a document that entailed the business units that will be affected by the realignment of the structure. The employer indicated that the purpose of realigning the structure is to ensure effective and efficient delivering of the mandate of the Department. Directorates that will be affected are Communication, Security, Survey

Services, Traditional Finance Policy and research, Labour Relations, and Municipal Performance. Management further presented a concept document regarding the utilization of Land-Use Management employees. Labour took note of both documents presented and requested consultation with employees, which is scheduled to take place on 11 April 2024 at Natalia. The next special meeting to finalise inputs on the realignment and the concept document on Land-Use Management employees will take place on 22 April 2024.

Members will be kept informed of developments.

For more information, please contact Nkosenye Ndlovu on 082 880 8979 or Vinod Hariparsad on 082 880 2938.

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