



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

26-09-2025

Feedback: DLRRD Special Departmental Chamber meeting - 23 September 2025

Fit-for-purpose structure

Members were previously informed that during the special Departmental Bargaining Chamber (DBC) meeting held on 27 August 2025, the employer presented a proposal for the realignment of its organisational structure. The employer indicated that this realignment is necessary to ensure that the structure aligns with the new Department's strategy, mandate, and budget. Subsequently, a meeting was scheduled for 3 September 2025, which could not proceed owing to employer's unavailability, thus the meeting was set for 23 September 2025.

In this meeting, the employer indicated that the new structure will not result in any job losses, however, where positions are redefined, the incumbents will be reskilled, developed, and/or trained accordingly. The employer further assured labour that employment conditions of employees will remain unchanged. Again, the employer agreed with the proposal that consultation should not be limited to branch level but should also take place at Chief Directorate level in provinces. The employer confirmed that it will develop a consultation program and present it in due course. Furthermore, the employer stated that organised labour will be actively involved in the change-management process to ensure a smooth transition and successful implementation of the change in the department. The employer reiterated that every consultation process will include organised labour.

The employer also reported that the Council has resolved to establish a joint task team comprising members from the DLRRD and the Department of Agriculture (DOA) Departmental Bargaining Chambers to address issues arising from National Macro Organisation of Government (NMOG) process. The employer noted that Cooperative and Enterprise Development (CED) employees currently belong to the DOA, but the results of a recent CED employee survey indicated that 77% of employees prefer to belong to the DLRRD, whilst the remaining percentage prefer to remain with the DOA.

Organised labour noted the employer's submission and requested 14 days to obtain input and a mandate from their members and principals before engaging on the project plan. As part of consultation process, members are encouraged to peruse the *attached* presentation and project plan and send their inputs by

no later than **8 October 2025** to the PSA Chairperson at toka.nkofu@dallrd.gov.za or the PSA Chief Negotiators at tebogo.sono@psa.co.za and gracia.rikhotso@psa.co.za.

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

Reuben Maleka
GENERAL MANAGER