



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

29-08-2025

Feedback: DLRRD - Special Chamber Meeting

Realignment of DLRRD organisational structure

The employer (DLRRD) made a presentation during a special Chamber meeting held on 27 August 2025. In the presentation, the employer proposes a realignment of its organisational structure. The employer further indicated that this is needed because the current structure was designed for combined Departments (Department of Agriculture, Land Reform and Rural Development) that have now split into two (Department of Agriculture and Department of Land Reform and Rural Development). The employer wants to realign the structure, to match the new Department's strategy, mandate, and the budget.

Main points of proposal

- The current structure does not fully support the Department's mandate.
- The realignment aims to fix structural issues and improve service delivery.
- The Department will appoint an outside service provider to help with this realignment project.
- The project will follow a detailed plan and will involve six phases, namely: Preparatory, Consultation, Gathering of information, Develop service delivery model and organisational structure, Conduct risk analysis, and lastly, Implementation.

The Department must comply with government regulations and ensure the new structure fits within its budget. Organised labour acknowledged receipt of the presentation and indicated that it will convene a labour caucus to deliberate on the matter. A further special Chamber meeting has been scheduled for **3 September 2025** to continue discussions on the matter. Members will be regularly updated on progress of the realignment project and any developments arising from ongoing consultation.

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.

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GENERAL MANAGER