



FOR PSA MEMBERS: EASTERN CAPE DEPARTMENT OF AGRICULTURE

07-10-2025

Update: EC Department of Agriculture – Approved Organogram and Migration Plan

The PSA wishes to inform members in the Department of Agriculture (DOA) in the Eastern Cape, about developments following the department's presentation of its new Organogram and Migration Plan on 22 September 2025. During the presentation to organised labour, the PSA noted with concern that the department had not adequately consulted the Union on the formation and content of the new structure. Despite this, the organogram has already been approved by the MEC and is currently being implemented, a move the PSA views as premature and procedurally unfair.

Key concerns identified:

Omissions:

Offices such as Port St Johns and Great Kei are completely missing from the new organogram.

Abolishment of Critical Posts:

- In Mbashe Municipality, two general assistants' posts have been abolished, leaving only one general assistant to serve three towns, a clearly impractical arrangement.
- In Ngquza Hill Municipality, which includes Lusikisiki and Flagstaff, a Controller post has been abolished, leaving only one Controller to cover both offices.
- Inconsistencies: Contradictions were noted between the Chief Director: Corporate Services' presentation and the Head of Department's (HOD) remarks on the implementation process.

Unfair Migration Criteria:

The proposed criteria for placement are not transparent and may prejudice many employees. These criteria include:

- Service delivery imperatives of the department.
- Employment Equity targets.
- Employee conduct.
- Efficiency and performance measures.

The PSA maintains that these criteria lack fairness and objectivity and could lead to unjust treatment of members.

PSA Action:

The PSA has formally rejected both the new organogram and the implementation of the migration plan without proper consultation. The matter has been referred to the GPSSBC Chamber, where it will be discussed in depth on 16 October 2025. Members will be kept informed of further developments following the chamber meeting.

The PSA remains committed to protecting members' rights and ensuring fair and transparent restructuring processes within the Department.

Reuben Maleka
GENERAL MANAGER