



FOR PSA MEMBERS: **GAUTENG PROVINCE**

27-03-2025

Feedback: Provincial Macro Organising of Governance (PMOG) – Gauteng Government restructuring of departments (Workstreams)

The PSA would like to update members on the ongoing Provincial Macro Organising of Governance (PMOG) workstreams for the Gauteng Province. The workstreams started on 19 March 2025 and are ongoing with the following developments:

PMOG Project

PMOG governance structure was established with the objective to:

- Regularly report to the Provincial Steering Committee/Task Team.
- Regular engage and obtain guidance from the Provincial Project Team and Secretariat.
- Departmental Project Team (DPT) established that comprises of different Workstreams and Sub-workstreams. The DPT will be responsible for, amongst others:
- Ratification of all Departmental reports and monitor progress.
- Workstream/Sub-workstream leaders provide technical work in respect of ring-fencing functions, staff, and resources for transfer between affected departments, as well as providing technical advice and support throughout the PMOG process.

Gauteng Department of Agriculture and Environmental Affairs

- Organised labour was informed about the split of Gauteng Department of Agriculture and Environmental Affairs.
- The PSA was further informed that Department is currently utilising an old, approved structure.
- A structure was developed and consulted with the MPSA but never implemented.
- The PSA indicated to the employer that it is very concerned about the process that the Department is following.
- The PSA also raised an issue of the fact that Cradle of Humankind is under Gauteng Department of Economic Development, however, is supposed to be under the structure of Gauteng Department of Agriculture.

- Interim structures for the two portfolios needed to be developed based on the old structure. The split is recommended to be 53% Environment and 47% Agriculture based on the Persal structure.
- The ratio is guided by the number of posts for core (Environment and Agriculture).
- However, based on the issue of the structure not being accurate, the PSA rejected the proposed interim structure and demanded that the Workstreams be rescheduled.
- The Workstreams will reconvene on 25, 26, and 27 March 2025.

The PSA is committed to keeping members informed and will provide a comprehensive update following upcoming regular Workstreams meetings. The PSA urges members to remain engaged and to actively participate in these important processes, as the PMOG will have a lasting impact on the governance framework in Gauteng.

The PSA remains dedicated to advocating for the rights and interests of public service workers across the province and will continue to engage in these processes to ensure that fair and transparent outcomes are achieved.

The PSA encourages employees who have not yet joined the PSA to do so. Interested employees can visit the PSA's website, email mymoena.sallie@psa.co.za, or contact any PSA Provincial Office for assistance.

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