



FOR PSA MEMBERS: GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)

21-07-2025

Feedback: Special GPSSBC Meeting - NMOG process and establishment of new chambers

A special GPSSBC meeting was convened on 16 July 2025 to discuss critical developments arising from the implementation of the National Macro Organisation of Government (NMOG) process following the establishment of the Government of National Unity (GNU) in June 2024.

Members may recall that as part of the reconfiguration of government, various Departments were restructured to align with new executive mandates. Key changes include the demerging of the Department of Agriculture, Land Reform and Rural Development (DALRRD) into two separate entities, namely

- Department of Agriculture (DOA)
- Department of Land Reform and Rural Development (DLRRD)

Further changes saw the merging of:

- Electricity and Energy into the Department of Electricity and Energy (DEE)
- Mineral Resources and Petroleum Resources into the Department of Mineral and Petroleum Resources (DMPR)

The Secretary of Council (SOC) reported that whilst the NMOG process has been concluded in respect of these new Departments, the establishment of new Departmental Chambers in the GPSSBC has been delayed owing to the unavailability of Persal numbers from National Treasury, which are required to determine official vote weights.

To prevent further delays in addressing labour matters in these Departments, the SOC proposed that the new chambers be established using current Council vote weights as an interim measure, to be adjusted once accurate Persal data is provided.

The proposal was fully supported by all parties, including the PSA. It was agreed that chambers for the newly established DOA and DLRRD, where Persal allocation delays are most pronounced, will proceed using current vote weights. This ensures that matters of mutual interest affecting employees can be deliberated without unnecessary delays. The PSA is committed to protecting the rights and interests of members.

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Reuben Maleka
GENERAL MANAGER