



FOR PSA MEMBERS: **NORTHERN CAPE DEPARTMENT OF EDUCATION**

05-12-2025

Feedback: Northern Cape Department of Education organogram

The PSA held a formal engagement with the MEC of Education in the Northern Cape on 4 December 2024. The meeting fulfilled Department of Public Service and Administration (DPSA) consultation requirements and allowed organised labour to address structural, operational, and planning issues in the Department. The PSA used the platform to safeguard workers' interests and strengthen compliance.

Department organogram

The MEC confirmed that the Department continues to operate on a structure last approved in 2012. Attempts to obtain concurrence from the DPSA and the Office of the Premier were unsuccessful on two occasions after the implementation of the 2016 Organisational Design Directive in 2022. The PSA noted with concern that the Department's structure remains amongst those recorded at the CCPNCP Chamber as lacking concurrence. This situation affects governance, workforce planning, and service delivery obligations.

Post reductions and budget constraints

The Department reported that it reduced posts from 2 000 to approximately 1 300 to avoid exceeding the budget by R500 million.

Reduction process focused solely on unfunded and vacant posts

The Department protected contract employees, officials in acting capacities linked to substantive posts, and all current staff members. No occupied post was affected. The PSA welcomed the assurance that no employee will lose employment through the restructuring process. The PSA also supported the commitment to provide re-skilling and training to officials who might be affected by job-evaluation outcomes linked to merged or redesigned posts.

Ongoing consultation

The consultation process remains active with the next engagement scheduled for mid-February 2026. Members are encouraged to visit or contact the PSA Office for clarity, guidance, and further updates on the matter.

Annual Performance Plan

The Department presented the Annual Performance Plan for the 2026/27-financial year. The PSA will analyse the document and submit detailed inputs before the end of February 2026. Members in the Education Sector are encouraged to engage with the following PSA shop stewards who participated in the meeting for further information and workplace support:

- Neo Legoshe - 083 319 4740
- Neo Sesenyamotse - 071 616 8478
- Mpho Nkoane - 079 841 7568

Public servants are encouraged to join the PSA for representation, protection, and workplace support. Membership enquiries can be directed to Racquelle Mabindisa on 063 686 7653 or Mhlanguli Madubela on 082 880 8982.

Reuben Maleka
GENERAL MANAGER