



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

05-05-2026

Feedback: DLRRD Chamber meeting – 30 April 2026

Fit-for-purpose structure

Members were previously informed that the employer was in the process of appointing a service provider to commence with the design of the organisational structure. During the Departmental Bargaining Chamber (DBC) meeting on 30 April 2026, the employer confirmed the appointment of *Fever Tree Consulting* as the successful service provider. The appointed service provider presented the Organisational Structure Review Project, outlining the project rationale, proposed model, overall project plan, and stakeholder engagement approach. Organised labour noted the presentation and indicated that it would provide inputs after consulting with members. The matter was subsequently deferred to the special Chamber meeting scheduled for 12 May 2026. Members will be approached for inputs during further engagements.

OHS

This agenda item was deferred to the special Chamber meeting scheduled for 12 May 2026.

Issues emanating from NMOG process

Organised labour raised serious concerns regarding the postponement of the Joint Chamber Meeting that was scheduled for 29 April 2026. It was highlighted that members are adversely affected by delays in finalising the Corporate Enterprise Development (CED) employees' placements, as well as other outstanding grievances. The employer acknowledged the concerns raised by organised labour and indicated that the matter would be addressed at the Joint Chamber meeting scheduled for 12 May 2026, where the Department of Agriculture (DoA) and the Department of Land Reform and Rural Development (DLRRD) would be present to engage on issues.

Recruitment and selection guideline circular in absence of approved employment equity plan

This matter was deferred to the special Chamber meeting scheduled for 12 May 2026.

Electronic Performance Management and Development System (e-PMDS)

The employer presented its intention to introduce an electronic Performance Management and Development System in the Department. It was indicated that the system aims to promote a culture of performance management through the digitisation of performance processes. Organised labour noted the presentation and sought clarity on how the employer intends ensuring that all employees are adequately capacitated and competent to utilise the new system. Concerns were also raised regarding the Department's readiness to implement such a system.

In response, the employer indicated that an initial demonstration session would be conducted for DBC members to illustrate how the system operates. Furthermore, the employer confirmed that comprehensive training would be provided for all employees. It was also reported that approximately 97% of employees have access to the necessary technology required for the implementation of the system. Organised labour indicated that it would consult with members and revert with inputs at the next Chamber meeting. As part of consultation process, members are encouraged to peruse the *attached* presentations and send their inputs by no later than **10 May 2026** to the PSA Chairperson at khatutshelo.muhanelwa@dlrrd.gov.za or the PSA Chief Negotiator at tebogo.sono@psa.co.za.

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.

Reuben Maleka
GENERAL MANAGER