



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

19-05-2026

Feedback: DLRRD Chamber meeting - 12 May 2026

Fit-for-purpose structure

Members were previously informed that during the Departmental Bargaining Chamber (DBC) meeting convened 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. Parties agreed to reconvene on 12 May 2026.

At the meeting on 12 May 2026, the service provider presented an updated fit-for-purpose project plan. It further indicated that the project is expected to be completed by 31 October 2026. The employer indicated that a task team would be established to oversee the process, and that the task team would operate in accordance with approved terms of reference. Parties agreed that owing to timelines allocated to the service provider for the completion of the organisational structure design process, certain meetings may need to take place outside normal working hours. It was also agreed that a special DBC meeting would be convened monthly, during which the task team would provide progress reports on the implementation of the project plan.

Occupational health and safety (OHS)

This matter was deferred to the next Chamber meeting after organised labour indicated that it was unable to access and open the document shared by the employer, which was intended to form part of the discussion. The employer committed to circulating a revised document in a format that would be accessible to all parties.

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

The employer made a presentation outlining the way national demographics would be utilised for purposes of the employment equity plan. Organised labour noted the presentation and indicated that it would engage further on the matter after consulting with members to solicit inputs. This matter was deferred to the next Chamber meeting.

As part of consultation process, members are encouraged to peruse the *attached* presentations and terms of reference, and send inputs by no later than **31 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