



FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF AGRICULTURE AND ENVIRONMENT**

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PMOG: Gauteng Government restructuring of Departments progress and report on Restructuring Task team

The PSA would like to update members on developments regarding the Provincial Macro Organising of Governance (PMOG) process and the work of the Restructuring Task Team (RTT) established to oversee the separation and restructuring of the Gauteng Department of Agriculture and Environment.

Following the adoption of the PMOG report by the Chamber, the establishment of a RTT was approved to address outstanding matters relating to the restructuring of the Gauteng Department of Agriculture and Environment. The RTT subsequently constituted itself and elected a Chairperson and Deputy Chairperson. During its inaugural meeting, the project plan guiding the restructuring process was presented and adopted. Since then, the RTT has commenced implementation of the project plan and continues to engage on various aspects of the restructuring process.

Progress

The RTT elected a Chairperson from the employer and a Deputy Chairperson from organised labour. Subsequently, management replaced the elected Chairperson, whilst organised labour is still in the process of replacing the Deputy Chairperson. The RTT adopted guidelines to regulate its work. In terms of these guidelines, the employer is represented by ten representatives, whilst each organised labour party is represented by five representatives. Several breakaway sessions were held, which have assisted in fast-tracking discussions relating to the separation of the two Departments. Whilst the breakaway sessions have created opportunities for engagement and progress, certain issues still require resolution before sufficient consensus can be reached. The Service Delivery Model was presented, discussed, amended, and adopted by the RTT.

A Change Management Plan has been presented and is currently being implemented to support the matching and placement process. Most placement challenges in line functions have been addressed in principle. However, some concerns remain regarding the configuration of Corporate Management structures.

There is broad agreement in principle on the proposed configuration. Outstanding matters relate mainly to the number and grading levels of posts. Once these issues are resolved, the structure will be regarded as finalised at RTT level and will proceed to consultation. As part of the consultation process, a Matching and Placement Strategy will still be developed. The RTT expressed satisfaction with the proposed capacity for support in the Provincial Nature Reserve. There is also support for the planned introduction of Field Rangers who will replace outsourced security services upon expiry of the current security contract in 2028.

PSA and organised labour raised following concern

Whilst there is agreement in principle regarding the insourcing of security services, there are differences on how this should be implemented. Management's position is that security posts should be reflected in the Human Resource Plan and only activated once the current security services contract expires in 2028. Organised labour, including the PSA, maintains that these posts should already be reflected in the organisational structure currently being developed. Consultations are ongoing to resolve this matter and achieve a mutually acceptable outcome.

The PSA remains actively involved in the RTT and continues to advocate for fair, transparent, and consultative processes throughout the restructuring exercise. Particular attention is being given to the matching and placement process, organisational structures, job security, and the implementation of the agreed insourcing of security services.

Members are assured that the PSA will continue to monitor developments closely and will provide further updates as progress is made.

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GENERAL SECRETARY