



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - MPUMALANGA**

10-03-2026

Feedback: Mpumalanga PSCBC meeting

A meeting at the PSCBC Chamber was held on 6 March 2026 with the following being discussed:

Decentralisation: Shared Internal Audit Function

The Office of the Premier (OTP) presented progress on the decentralisation of the shared Internal Audit Function (IAF) currently located in the OTP. Implementation of the decentralisation process is scheduled to take effect on 1 April 2026. Objectives of the readiness process include facilitating the implementation of the decentralised internal audit function, preparing stakeholders for implementation, promoting consultation, transparency, commitment, and buy-in from affected parties, ensuring alignment of human resources planning across affected departments. Progress to date made in September 2025 was a consultation held with the Chamber. In October 2025 the Executive Council considered and supported the decentralisation and transfer of internal audit functions to the respective cluster departments. The Premier and relevant MECs signed the proposed proclamation. By December 2025 the proclamation was published in the *Government Gazette* with the Organisational Design (OD) process now being finalised. Organised labour was informed of one outstanding matter, which is the concurrence, still needed to be obtained from the Minister of Public Service and Administration. The presentation, which can be accessed from the PSA Provincial Office, outlines the departments that have been consulted, their readiness to establish internal audit functions, and the accommodation of incoming staff. Members may obtain the full presentation from the Provincial Office.

Transfer: Transversal Human Resources Development Function

A progress report was presented regarding the transfer of the Human Resources Development (HRD) function from the Mpumalanga Department of Education to the Office of the Premier. Members will recall that the Human Resource Development Council of South Africa (HRDC) convened a meeting on 5 November 2024 with the Mpumalanga Premier and the former acting Director-General. During the meeting, the Premier was informed that the Mpumalanga Provincial HRDC was not functional and was advised to re-establish the structure to ensure compliance with the *Skills Development Act*, and the National Human Resource Development Strategy. Following this, the Director-General in the Office of the Premier issued a communiqué to the Department of Education, informing the Accounting Officer of the Executive Council resolution to transfer the transversal HRD function to the Office of the Premier. The

transfer was set to take effect on 1 April 2025. Further implementation details are contained in the presentation, which can be accessed via the Provincial Office.

Status of organisational structures in Provincial Departments

A presentation was made on the current status of organisational structures across Provincial Departments. In terms of the Public Service Regulations, Regulation 25(1) requires executive authorities to prepare strategic plans outlining departmental objectives. Regulation 25(2) requires departments to determine organisational structures aligned to their mandated and support functions. This process of reviewing organisational structures is guided by the 2015 amended directive on changes to Organisational Structures by Departments, *DPSA Circular No 48 of 2024*, on consultation regarding organisational structures as well as the Directive on Control Measures issued by the Department of Public Service and Administration on 18 July 2024. The presentation, which is accessible from the Provincial Office, reflects the status of alignment of Provincial Departments' organisational structures with their revised strategic plans and priorities.

Draft Performance Management and Development System (PMDS) Policy

A draft Performance Management and Development System (PMDS) policy for the Mpumalanga Provincial Government was also presented. The purpose of the policy is to regulate the planning and management of employee performance. To optimise employee performance in terms of quality and quantity of work as well as improving on the overall organisational performance whilst strengthening service delivery in the Provincial Administration. The draft policy can be accessed from the Provincial Office for further consideration.

Digital Transformation in the Public Service

A presentation was made on government's progress towards digital transformation in the Public Service. The presentation highlighted efforts to modernise and digitise government operations to improve efficiency, service delivery, and access to services. As part of this transformation process, government systems are gradually transitioning to digital platforms to modernise the Public Service environment. An example provided was the migration from *Novell GroupWise* to *Microsoft Outlook* for official communication in departments. Recruitment processes are also being modernised through the introduction of e-Recruitment, which will allow recruitment processes to be conducted online. The digital transformation process forms part of the broader ICT Strategy aimed at enabling the Public Service to conduct more of its operations in a digital format. It was further indicated that these initiatives are implemented within the framework of applicable legislation, including the *Public Finance Management Act* and other relevant regulatory frameworks governing public administration. The full details of the digital transformation initiative are contained in the presentation, which is accessible from the Provincial Office.

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