



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL COUNCIL MEETING

REPORT 14 OF 2024

A Public Service Coordinating Bargaining Council (PSCBC) special council meeting was convened on the 23rd of August 2024.

National Macro Organisation of Government (NMOG) Process for Reconfigured Government Departments

The Employer tabled a presentation, **See attached presentation Annexure**

On 30 June 2024, the President of the Republic of South Africa announced the reconfiguration of national departments, hence the rationale for the special council meeting.

The Employer further indicated that currently, internal processes involved regarding the reconfiguration did not require the movement of staff, yet, at the point where staff needs to be moved, consultation processes with organised labour will have to take place.

The Employer further indicated that the following departments were reconfigured:

Electricity and Energy will be merged, there would be separate Ministry of Minerals and Petroleum, Agriculture is separated from Land Reform, Department of Higher

Education will be separated from Science and Technology

Electricity will have its own Ministry.

The separation of functions, entails that budgetary provisions would also be transferred to the reconfigured departments.

Public Enterprises will no longer exist as a department, therefore the, the staff and functions thereof will be coordinated in the interim via the Presidency, while implementing a new shareholder model.

DHE will be renamed, separated from the Department of Science and Technology. Department of Justice and Correctional will also undergo a name change to separate Correctional Services.

The reconfiguration implementation process is envisaged to be completed within 8 months (July 2024 to March 2025) through an NMOG process.

The proclamation regarding the NMOG process is still to be undertaken by the President of the Republic of South Africa, and once that is done, the Employer will table a draft collective agreement for negotiations by parties to the PSCBC.

23 AUGUST 2024

Currently a steering committee has been established at a National level, which is headed by the Director – General (DG) in the Presidency, the steering committee currently has five (5) workstreams to ensure that the work of NMOG is implemented by the set deadline of March 2025.

The main functions of the workstreams are as follows: identify functions and conduct an analysis of the content and functions to be transferred in terms of their mandate, analyse the post establishment to determine which posts are filled, identify the posts/staff devoted to the affected functions, identify and capture staff details, develop a new macro-organisation/start up structure for the affected departments.

The established workstream at Presidency level, that will be affecting parties at the PSCBC is that of change management and transversal projects. Parties at the level of the PSBC will need to therefore establish a national implementation task team to oversee the work that needs to be done, with the necessary terms of reference that will allow for chambers to be able to do respective work at provincial level for reports thereof to be provided at a council level.

The Employer furthermore proposed that the affected departments and

provincial departments update their employees on the NMOG process that needs to unfold.

The Employer indicated that it would only be able to share a concise project plan with organise labour regarding the envisaged NMOG implementation plan, post the proclamation process by the President of the Republic of South Africa.

The Vice – Chairperson: Labour indicated that, organised labour noted the presentation by the Employer, however, the Employer should guarantee that no employee will be retrenched during this NMOG process, we should always safeguard the jobs of our members.

Organised labour further raised a concern that some of the departments, e.g., Department of Agriculture, has already started tabling the matter in their respective chamber, without parties at the level of the PSCBC, the employer should halt those processes, in avoidance of having parallel processes in the PSCBC.

The Vice – Chairperson, indicated that organised labour would consult its respective principals and revert back to council in the next council meeting.

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