

# NMOG 2024 – PRESENTATION TO PSCBC

Department of Public Service and Administration (DPSA)

August 2024



**the dpsa**

Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

**“Growing South Africa together for a  
capable and ethical Public Service”**



# Introduction of 2024 National Macro Organising of Government

On 30 June 2024, the President of the Republic announced the reconfiguration of national Departments. During the pronouncement, the President indicated that:

- The ministries of Electricity and Energy will be merged.
- There will be a separate Ministry of Mineral and Petroleum Resources.
- The Ministry of Agriculture will be separated from the Ministry of Land Reform and Rural Development.
- The Ministry of Higher Education will be separated from the Ministry of Science, Technology and Innovation.
- The Ministry of Justice and Constitutional Development will be separated from the Ministry of Correctional Services.
- There will no longer be a Ministry of Public Enterprises. The coordination of the relevant public enterprises will be located in the Presidency while implementing a new shareholder model.

# Reconfigured Departments

No.	Portfolio / Executive Authority	Current Department	New Department	Comments on Affected Departments
1.	Agriculture	Agriculture, Land Reform and Rural Development (DALRRD).	Department of Agriculture (DOA).	Separating Agriculture from Land Reform and Rural Development.  The DPSA to assist with Identifying functions, resources, and budget that need to be transferred to the Department of Agriculture.
2 .	Land Reform and Rural Development.	Agriculture, Land Reform and Rural Development (DALRRD).	Department of Land Reform and Rural Development (DLRRD).	Separating Land Reform and Rural Development from the Department of Agriculture.  The DPSA to assist with Identifying functions, resources, and budget that need to be transferred to the Department of Land Reform and Rural Development.
3.	Mineral and Petroleum Resources.	Mineral Resources and Energy	Department of Mineral Petroleum Resources (DMPR)	Separating Mineral Resources from Energy. Functions will be transferred from mineral resources and energy to the newly created Department.  The DPSA to assist with Identifying functions, resources, and budget that need to be transferred to the Department of Mineral Petroleum Resources.
4 .	Electricity and Energy.	Mineral Resources and Energy. The Presidency.	Department of Electricity and Energy (DEE).	New Department of Electricity and Energy. Functions will be transferred from the Department of Mineral Resources and Energy and the Presidency to the newly created Department of Electricity and Energy.  The DPSA to assist with Identifying functions, resources, and budget that need to be transferred to the Department of Department of Electricity and Energy.
5.	-	Department of Public Enterprises	Disestablished	Transfer to the DPME. Staff and functions transferred to DPME in the interim.

# Reconfigured Departments

No.	Portfolio / Executive Authority	Current Department	New Department	Comments on Affected Departments
6.	Higher Education	Higher Education, Science and Technology.	Department of Higher Education (DHE).	Name change. Separating from the Department of Science and Technology.  Government Communication and Information System (GCIS) to assist the Department with branding.
7.	Justice and Constitutional Development	Justice and Correctional Services.	Department of Justice and Constitutional Development (DJCD).	Name change. Separating from the Department of Correctional Services.  Government Communication and Information System (GCIS) to assist the Department with branding.
8.	Correctional Services.	Justice and Correctional Services.	Department of Correctional Services (DCS).	Name change. Separating from the Department of Correctional Services.  Government Communication and Information System (GCIS) to assist the Department with branding.

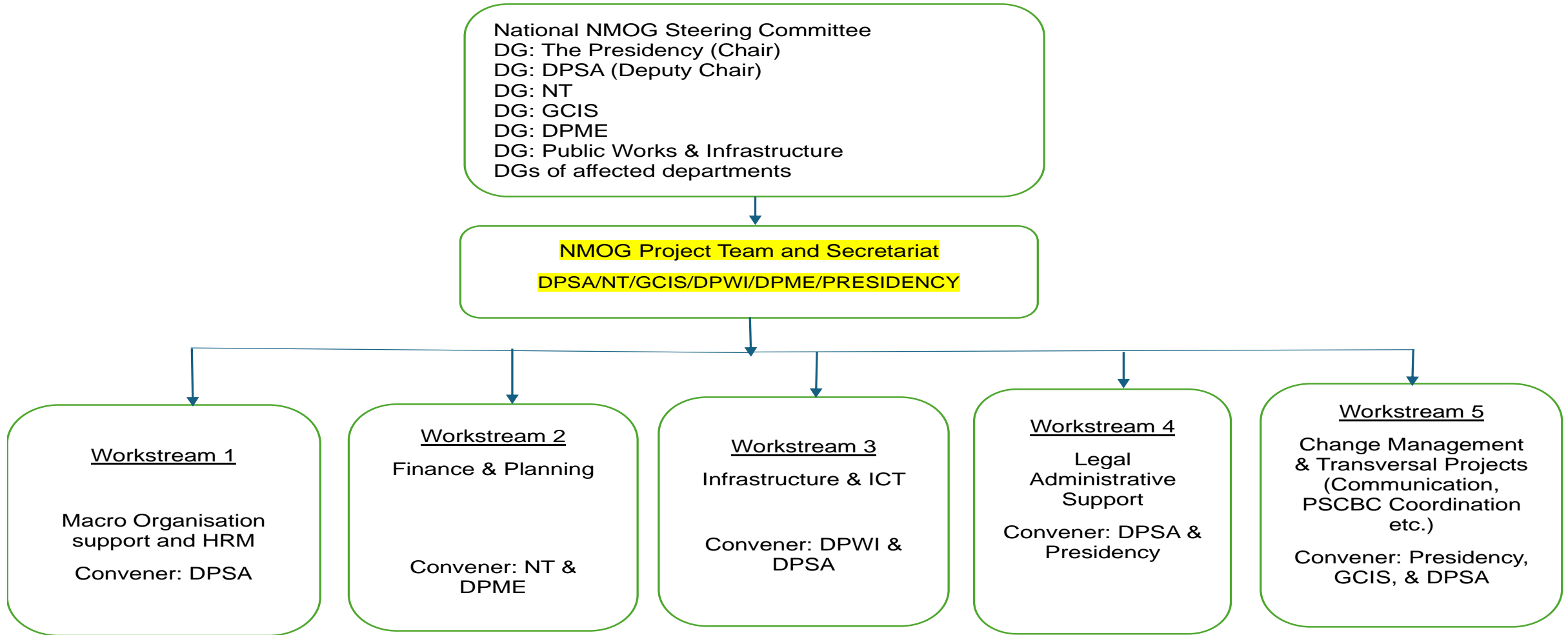
# NMOG process update

The Presidency leads the reconfiguration of the Executive and departments. The implementation is to be completed within **eight months (July 2024 to March 2025)** through the National Macro-organising of Government (NMOG) programme, which involves the:

- Establishment of Ministries and departments.
- Transfer of the administration of legislation by the President to Ministers (awaiting proclamation).
- Renaming, splitting, establishment, and disestablishment of departments.
- Establishment of workstream members

# Preparatory phase

## National Macro Organising of Government (NMOG) Governance



# Responsibilities of Workstream Members

## Departmental Work-stream One: Human Resource Management, Organisational Design, and Labour Relations:

- **Identify functions and conduct an analysis of the content, and functions to be transferred in terms of their mandates.**
- **Analyse the post establishment to determine which posts are filled, vacant funded, and unfunded. Unfunded posts should be abolished and not considered to determine the affected posts.**
- **Identify the posts/staff devoted to the affected functions** to determine the nature and number of human resources to be transferred.
- **Identify and capture staff details** in a schedule.
- Develop a new macro-organisational/start-up structure for the affected departments (both the relinquishing and recipient departments).
- Full-scale organizational review is not supported, and therefore discouraged, the final organisational structure must be aligned with the new strategic plan (still to be determined and approved).
- **The results of the analysis on the splitting of functions, functions to be transferred, the ring-fencing of budgets and**

**staff**, and the macro-organisational structure will have to be submitted through a **joint submission by EA's to the MPSA**. The joint submission must be signed by the accounting officers and executive authorities of the affected departments.

- After concurrence by MPSA, EAs approve the macro-organisational structures of their departments for implementation.



# Responsibilities of Workstream Members

## Departmental Work-stream Two: Finance & Planning

- **Gather information on the approved budget of the affected departments as it pertains to the functions to be transferred.**
- **Analyse the approved budget and assets of the affected departments** relevant to the affected functions (includes analysis of the physical accommodation requirements for the delivery of the functions conducted).
- Identify the portion of the budget to be transferred to the new departments.
- Determine the budget needs of the affected Department.
- Reconcile expenditure of affected Department.
- Audit the approved budget and asset register, including the accommodation utilized for the delivery of the functions.
- Submit results of ring-fencing to the Departmental Project Team, National Treasury.
- Liaise with stakeholders such as the National Treasury.



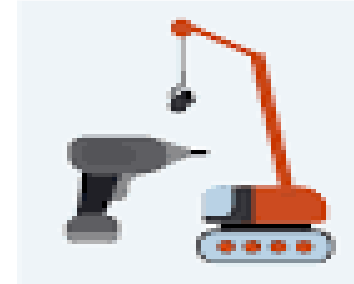


# Responsibilities of Workstream Members

## Departmental Work-stream Three: Infrastructure & ICT:

- Analyse assets register, building, and accommodation needs, including parking of the relinquishing and the needs of the new departments relevant to the affected functions (includes analysis of the physical accommodation requirements for the delivery of the functions).
- Gather information on ICT systems** of the Department.
- Audit of ICT systems and analysing ICT systems and identify those that should be ring-fenced for transfer (liaise with SITA and other stakeholders).
- Attend to the residential accommodation needs of EA and Deputy Ministers.
- Audit the approved asset register, including the accommodation utilized for the delivery of the functions.
- Determine the portion of the infrastructure and assets that should be transferred to the recipient departments.

- Determine the need for shared accommodation.
- Liaise with NT, and DPWI, provide advice, and assistance in this regard.



Equipment  
and machinery



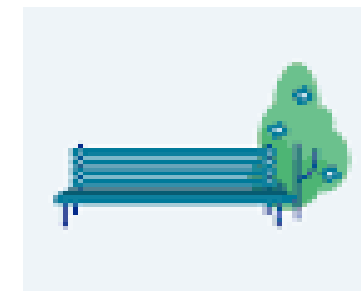
Buildings



Utility fleets



Emergency  
vehicles



Land assets



Infrastructure

# Responsibilities of Workstream Members

## Departmental Work-stream four: Legal

- Conduct an audit of all **legal instruments** guiding service delivery in the Department (**legislation, contracts, service level agreements, memorandums of understanding, etc.**) that may require amendments to remain legally in force.
- Investigate the need for **Policy splits and legislation splits.**
- **Identify legislation for assignment between ministers.**
- Draft Proclamations for submission to the DPSA Legal Services.
- Arrange for the amendment to legal instruments.
- DPSA Legal Services quality assurance Presidential Proclamation for assignment of legislation between ministers.



# Responsibilities of Workstream Members

## Departmental Work-stream five: Change Management and Transversal Projects (communication, PSCBC, etc):

- Engage organised labour at the level of the PSCBC.
- PSCBC to establish a national implementation task team to oversee the NMOG process.
- Followed by the engagement of the affected employees at the level of departmental chambers.
- Ensure proper engagements with affected departments.
- Departments to conduct change awareness, readiness, and intervention.
- Ensure that departmental stakeholders are informed of the changes in the Department.
- Proper communication of 2024 NMOG.

# Way Forward

- The affected national and provincial departments will update the employees regarding the preparatory NMOG process while awaiting the necessary proclamations and further direction from the PSCBC.
- A special PSCBC will be convened to consider subsequent processes of NMOG.



We Belong



We Care



We Serve

thank you



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