



OFFICE OF THE PREMIER

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Date 13 September 2017

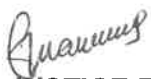
To: All Staff Members

CIRCULAR NO. 07/2017

UPDATE ON THE ORGANISATIONAL STRUCTURE: OFFICE OF THE PREMIER

1. Due to general unhappiness regarding the level of consultation in terms of the organisational structure for the Office of the Premier, which was approved by the Premier on 23 February 2017, this structure will not be implemented and an opportunity for review has been granted.
2. A communiqué was sent to all Programme Managers to request all Directorates within each programme to meet staff and to provide critical inputs regarding areas where functional misalignment or inadequate resources will hamper service delivery into the newly approved organisational structure (2017). The inputs received are currently in the process of being consolidated.
3. A Senior Management Team (SMT) meeting will be held to discuss the inputs received from the various Directorates. Further developments regarding the outcome of this meeting will be communicated to all employees in due course.
4. Subsequently, a meeting was held on 7 September 2017, where it was confirmed to Organised Labour (NEHAWU), that the approved organisational structure will not be implemented.
5. It should also be noted that the ensuing process will include the review of job descriptions, and that job evaluation will be conducted to determine the appropriate level of all newly created and redesigned posts. It should be emphasised that job evaluation will be conducted by a provincial task team, i.e. job analyst and panellist from various provincial departments.
6. Once again I would like to allay the fears of employees by emphasising that the organisational review process will not negatively impact or disadvantage any employee's conditions of service, for example, salaries, benefits, etc. It should also be emphasised that the department is in no way being re-structured but only being reviewed and aligned to the generic functional model for Offices of the Premier.
7. Upon finalisation of the consultation process, a new implementation plan will be developed in consultation with all relevant stakeholders.

Yours faithfully

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JUSTICE BEKEBEKE
DIRECTOR GENERAL
14/09/2017