

NUMBER OF WATER SERVICES STAFF TO BE TRANSFERRED

YEAR	NO. OF STAFF TO BE TRANSFERRED	DUE DATE	NO. OF STAFF TO BE SECONDED	TOTAL
2006	2107	31 DECEMBER	5544	7651
2006/07	5544	31/03/07	0	5544

NUMBER OF STAFF TO BE
TRANSFERRED TO WUA'S

YEAR	NO. OF STAFF TO BE TRANSFERRED	NO. OF STAFF TO BE SECONDED	DUE DATE	TOTAL
2006/07	400	0	31/03	400
2007/08	318	0	31/03	318

FORESTRY STAFF TO BE TRANSFERRED TO
ORGANS OF STATE AND PRIVATE CO.

YEAR	NO. OF STAFF TO BE TRANSFERRED	PROJECTED OVERSTAFFING	DUE DATE	TOTAL
2006/07	675	175	31/03	850
2007/08	1001	570	31/03	1571
2008/09	578	578	31/03	1156

IMPLICATIONS OF THE TRANSFER PROCESS

- THE CURRENT STAFF ESTABLISHMENT OF THE DEPARTMENT WILL BE REDUCED SIGNIFICANTLY
- SUPPORT STAFF RATIO SHOULD BE ADJUSTED ACCORDINGLY
- THE CURRENT ESTABLISHMENT OF 17000 POSTS IS EXPECTED TO SHRINK TO AROUND 5000
- ABOUT 3000 STAFF MEMBERS ARE EXPECTED TO BE DECLARED EXCESS DEPENDING ON OUR OWN ORGANISATIONAL RESTRUCTURING AND THE ABSORTION RATE BY THE RECEIVING INSTITUTIONS
- FORESTRY STAFF TO BE MOSTLY AFFECTED

IMPLICATIONS CONTINUES

- THIS SCALE OF RESTRUCTURING WILL SURELY AFFECT STAFF MORAL AND IN PARTICULAR SERVICE DELIVERY
- UNCERTAINTY AND INSTABILITY WILL BECOME THE ORDER OF THE DAY

CHALLENGES

- TO ENSURE THAT THE RECEIVING AGENCIES HAVE SUFFICIENT CAPACITY TO SUSTAIN SERVICE DELIVERY IN RELATION TO THE NEW FUNCTIONS
- ENSURE THAT THE DEPARTMENT RETAINS AND OR CREATES SUFFICIENT CAPACITY TO DELIVER ON ITS NEW AND LONG TERM MANDATE
- TO PUT MECHANISMS IN PLACE TO DEAL WITH POTENTIAL OVERSTAFFING
- MANAGE THE IMPACT OF RESTRUCTURING
- PUT IN PLACE A COMPREHENSIVE AND RESPONSIBLE SOCIAL PLAN AND AFTER CARE STRATEGY
- ENSURE CONSTANT COMMUNICATION WITH THE WORKFORCE

CHALLENGES CONTINUES

- MANAGE UNCERTAINTY AND INSTABILITY
- ENSURE SERVICE DELIVERY DURING THE TRANSITION
- RELUCTANCY OF STAFF TO BE TRANSFERRED
- IDENTIFICATION OF SUPPORT STAFF TO BE TRANSFERRED ESPECIALLY IN HEAD OFFICE

WAY FORWARD

- IDENTIFY AND ESTABLISH A CENTRAL POINT OF COORDINATION FOR RESTRUCTURING
- IDENTIFY A DEDICATED HR TEAM TO SUPPORT THE RESTRUCTURING PROCESS
- THE 50 PLUS ONE PRINCIPLE FOR TRANSFER OF FUNCTIONS TO BE APPLIED CONSISTENTLY
- IDENTIFY TECHNICAL STAFF MEMBERS WHO ARE NOT NECESSARILY ATTACHED TO THE TRANSFERRED FUNCTIONS TO SUPPORT THE MUNICIPALITIES
- CONSIDER THE REHABILITATION OF FORESTS BEFORE TRANSFER AND PROVIDE NECESSARY FINANCIAL RESOURCES

WAY FORWARD CONTINUES

- COMMUNICATE EVERY STAGE OF THE RESRUCTURING PROCESS TO ALL EMPLOYEES
- DEVELOP AND IMPLEMENT EFFECTIVE ORGANISATIONAL DEVELOPMENT STARTEGIES TO MANAGE THE CHANGE PROCESS
- CREATE STABILITY AND CERTAINTY DURING THE CHANGE PROCESS
- IDENTIFY RESTRUCTURING CHAMPIONS AND ENSURE THAT THEY TOGETHER WITH MANAGEMENT COMMUNICATE ONE MESSAGE CONSISTENTLY ACROSS THE DEPARTMENT

WAY FORWARD CONTINUES

- ESTABLISH CAPACITY TO MONITOR AND EVALUATE TRANSFER AGREEMENTS
- ESTABLISH CAPACITY OF THE DEPARTMENT TO DELIVER ON ITS NEW MANDATE

“IF YOU CHASE TWO RABBITS THE CHANCES ARE THAT THEY WILL ALL ESCAPE” SUN TZUI

KE YA LEBOGA