**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 2041**

**INTERNAL QUESTION PAPER [No 19-2021 SIXTH PARLIAMENT]  
DATE OF PUBLICATION: 27 AUGUST 2021**

**2041. Ms T M Mbabama (DA) to ask the Minister of Agriculture, Land Reform and Rural Development:**

What (a) is the rationale behind placing those who are nearing retirement and those with comorbidities before placing the middle-aged ones during the integration process, (b) concrete steps are taken to boost the morale of the staff after the integration and (c) are the reasons that the Deputy Director‑General post was re-advertised? **NW2278E**

**THE MINISTER OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT:**

1. The Public Service Central Bargaining Council (PSCBC) Resolution 1 of 2019 determines the provisions to be applied in the integration and migration process. These provisions were closely followed in the implementation of the integration and migration process.
2. The Department of Agriculture, Land Reform and Rural Development rolled out the Change Management and Leadership programme to boost the morale of employees especially on Senior Management Service (SMS) and Middle Management Service (MMS) levels. Some of the key issues addressed which contributed to the establishment of the new Department were:

* Understanding how to manage new teams;
* How to build and keep cohesive teams;
* Working together as senior managers;
* Embracing change/common culture;
* Change management tools;
* Managing virtual teams;
* Dealing with fear on the ground;
* Creating an environment where there can be sharing of ideas and new ways of working;
* How to motivate the demotivated; and
* Improve my leadership skills.

1. The exposure of the initial advertisement was found to be too limited, and thus not all potential candidates were reached.