



# INFORMUS

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FOR PSA MEMBERS: **DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT (DFFE)**

09-04-2024

## Feedback: DFFE Departmental Bargaining Chamber meeting – 4 April 2024

### Re-determination of vote weights: 2023/24

The Administrator of the Chamber, as per the provision of the Constitution clause 16.1 of Resolution 1/2012, Governance Rules for the Chambers tabled the determination of vote weights for unions as follows:

Union	Membership	Vote weights
PSA	1 587	49.36%
Nehawu	1 602	49.83%
Popcru	26	0.81%

The re-determined vote weights are a consequence of the termination of a working-together relationship with another union. This reflects that there is no majority union since all unions do not enjoy a 50%+1 status.

### DFFE structure (matching and placing)

The PSA indicated that there was still dissatisfaction with matching and placing processes. Several grievances were lodged. The PSA urged the employer to resolve the outstanding issues before a close-up report is tabled at the Chamber. The employer committed to sharing the draft close-up report by 22 April 2024 for labour to submit inputs.

### Safety of employees in Port Elizabeth Compliance Office and issues of safety at Forestry PE Regional Office

The employer reported that the Occupational Health and Safety (OHS) Directorate is attending to challenges related to the safety of employees in the Port Elizabeth Compliance Office and Regional Office. The leases of the two offices are about to expire in the coming months. The PSA indicated dissatisfaction with the report and urged the employer to provide a comprehensive report, with clear timelines, at the next meeting.

## **Recognition of improved qualifications: Database and implementation of GPSSBC Resolution 5/2014**

The employer reported that the report was not ready for presentation. The matter was deferred to a special BDC meeting to be held on 17 April 2024.

### **Draft departmental policies**

The employer tabled the three draft departmental policies for review. The draft policies were deferred to the task team for consultation. The draft policies included the following:

#### **Fraud Prevention and Ethics Management Policy**

The main purpose of the Fraud Prevention and Ethics Management Policy is to set out measures to prevent fraud, corruption, and other offenses involving dishonesty and misconduct. It further aims to reduce the impact of acts of corruption and misconduct in the workplace.

#### **Gift Policy**

The purpose of this Policy is to make employees aware of acceptable and unacceptable gifts, hospitality, and favours offered, to provide guidance to employees to manage gifts received and accepted by employees in the Department, and to standardise the management of gifts by guiding measures to be adopted to manage the receiving and accepting of gifts.

#### **Whistleblowing Policy**

The purpose of this Policy is to provide employees and stakeholders with a mechanism to raise concerns with the appropriate line management or specified appointed persons in the Department, where they have reasonable grounds for believing that there is fraud, corruption, and/or maladministration in the Department.

Members must provide input on the draft Policies (attached) as they have a serious bearing on their conditions of employment. Members are requested to submit input and comments to the PSA Chief Negotiator at [zamani.dladla@psa.co.za](mailto:zamani.dladla@psa.co.za) by **31 April 2024**.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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