



FOR PSA MEMBERS: **DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**

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22-09-2025

## Feedback: Special Chamber Meeting: Department of Agriculture – 18 September 2025

### Tax implication

Members were previously informed that the employer indicated that the tax matter outlined in Circular No. 44 of 2025 was being handled by National Treasury. Furthermore, the employer committed to investigating and providing feedback upon its completion. During the meeting, the employer reported that they had been advised to engage directly with the National Treasury to seek clarity and guidance on how to address the concerns raised by affected employees. The employer also noted that they requested National Treasury to attend the Departmental Bargaining Chamber to provide an explanation regarding the tax matter as outline in Circular No. 44 of 2025. However, due to short notice, National Treasury was unable to send a delegate.

The PSA expressed dissatisfaction with the employer's feedback, stating that they believe that the employer is not doing enough to address the employee's concerns. Organised Labour proposed that, pending the arrival of a National Treasury delegate, the employer should suspend the deductions as they are causing significant financial hardship to the affected employees. Additionally, organised labour recommended that this matter be escalated back to the National Intervention Task Team for urgent resolution.

### EPMDS for Cooperative Enterprise Development (CED) employees

The employer reported that pay progression for qualified employees, including CED employees, is currently being implemented. The employer further indicated that the placement process has been completed and that the CED employees are part of the Department of Agriculture. The PSA noted the employer's submission with serious concern, noting that the employer did not address the key issues raised. The PSA stated that the placement process for CED employees is not finalised, as they are still awaiting the outcome of the ongoing survey. Furthermore, the PSA emphasised that the placement process cannot be deemed complete while outstanding grievances remain unresolved.

Additionally, organised labour expressed concerns that, since CED employees are not included in the integrated operational plan (IOP), the employer has not clarified how their performance assessment for

the 2025/2026 cycle will be managed. The employer committed to providing clarity regarding this matter. Members will be updated in due course.

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

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GENERAL MANAGER