



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

17-11-2025

Update: DFFE Special Departmental Bargaining Chamber (DBC)

HCM Circular 10 of 2025

The employer once again confirmed that there is no freezing of vacancies or acting appointments. However, owing to budget cuts and fiscus constraints, the filling of posts requires ministerial approval. The Department is currently filling posts through a phased approach, with **110 posts already filled**, and **an additional 245 posts** in progress, bringing the total to **355 posts**.

Changes: Organisational structure

Following the NMOG process, the Department reported progress on the organisational structure. In total, 23 posts have been filled, whilst three posts remain outstanding. Unplaced staff members are currently being supported and are permitted to sign performance agreements whilst awaiting their placement. In addition, the Department has resubmitted a rectified start-up structure, which includes a fit-for-purpose structure as part of the broader organisational adjustment.

Update: Memorandum of Understanding (MOU)

In February 2025, an MOU was signed between the Minister of the DFFE and the Minister in the Presidency. The only outstanding matter is finalisation of asset transfers such as tools of trade and allowing an opportunity for concerns to be raised regarding transferred employees. A change-management process is underway to support transferred staff. The Department has partnered with a service provider to support the 17 transferred employees, including one-on-one counselling sessions with five forestry employees, the most affected group. Only three of the five forestry employees participated in the intervention. The employer indicated that the placement of the 17 employees was guided by their areas of specialty and relevant line functions. Focus groups were held with the 17 affected employees. The Department reported that they have largely settled, with minimal challenges, which are addressed as these arise. All 17 employees have signed their performance agreements, with five placed in Forestry.

A start-up structure was submitted after the Department held its strategic planning session, and no branches were negatively affected. Consultations included the following branches:

- Financial Management
- Regulatory
- Climate Change
- Forestry
- Ethics and Risk
- Fisheries Management
- Chemicals and Waste
- Oceans and Coasts

A follow-up meeting will be held with branch management to address any challenges, and the employer will revert to labour on the outcomes.

Join the PSA

Employees who wish to join the PSA can visit the website or contact any PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER