



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

24-11-2025

Feedback: DFFE Special Departmental Bargaining Chamber (DBC)

Learning and Development Policy

The employer sought to discuss amendments to the Learning and Development Policy at the DBC, despite the established practice that such policies are first discussed at the Policy Task Team (PTT) for engagement. The proposed amendments aim to address the exclusion of contract workers, regardless of contract duration, from applying for bursaries. After deliberations, parties agreed that the matter will be deferred to the PTT for proper processing on a date still to be confirmed.

Fisheries Research Policy

Labour raised concerns regarding reports from employees at the Fisheries Directorate that a meeting was convened where the Fisheries Research Policy was presented. It was further alleged that the Chief Director indicated that the Policy would be signed for implementation pending the Auditor-General's (AG) findings. The employer denied knowledge of such a meeting and requested labour to submit the relevant details. The employer will also verify the matter with the Chief Director. Feedback will be provided at the next special DBC.

Outsourcing of security personnel to private company

Security officials informed unions that they were called to a meeting in which the possible outsourcing of security services was allegedly discussed, despite the matter not having been tabled at the DBC as required. The employer denied any knowledge of such a process. Parties agreed to gather more information, which will be discussed further at the next special DBC.

A follow-up special DBC is scheduled for 26 November 2025, where parties will provide and receive feedback on the Fisheries Research Policy and the potential outsourcing of security services to an external provider.

Employees who want to join the PSA can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER