



FOR PSA MEMBERS: **DEPARTMENT OF AGRICULTURE (DOA)**

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10-11-2025

## Feedback: DOA Special Chamber Meeting – 6 November 2025

### Relocation plan or updates

The employer presented a detailed presentation on “Facilities Management and Occupational Health and Safety (OHS) Issues.” Organised labour noted the presentation and submitted that the agenda item should be unbundled into two separate issues: One focusing on the relocation plan and the other on OHS as a standalone item. This separation would allow parties to critically assess the condition and readiness of buildings identified by the employer to accommodate members. Organised labour indicated that parties had previously agreed to establish a Relocation Task Team for labour participation. It was later discovered that the employer had instead established a Relocation Committee. Organised labour recommended that the previously agreed task team be constituted or that labour representatives be officially included in the existing Committee. The employer acknowledged these submissions and indicated it would consider organised labour's request to participate in the Relocation Committee and revert. The employer also agreed to treat OHS as a separate agenda item and committed to providing comprehensive reports on the health and safety status of each building going forward.

### Fit-For-Purpose

The employer presented the reviewed project plan for the Fit-For-Purpose, emphasising the need to finalise the plan by the end of November 2025 to secure the budget. Additionally, the employer reported on internal consultations with employees across all levels on the draft structure and committed to sharing the draft with organised labour. The employer stressed that this process was overdue and urged all parties to collaborate for employees' benefit and improved service delivery. Organised labour acknowledged the presentation but raised concerns about the approach and timeline. It emphasised that engagements should be based on openness and trust and expressed worry that the employer's remarks suggested that labour was obstructing progress, which was not the case. Organised labour stated it had consistently called for fair consultation and found it concerning that the employer portrayed labour as unreasonable despite repeated efforts to engage constructively.

Organised labour indicated that it submitted its input long ago and noted that this meeting was the first formal discussion providing feedback on whether those inputs were accepted or rejected. Organised

labour indicated that the delays were caused by the employer, as the item was tabled on 28 August 2025, and submissions were made by 11 September 2025. Furthermore, the employer's Exco meeting to consider the structure was scheduled for 10 November 2025, meaning the structure was not yet finalised. Organised labour indicated that it was unfair to be expected to consult members within five days, especially as this was the first formal presentation received. Moreover, the employer had already begun implementation outside the Chamber and issued circulars to staff before consulting labour, undermining the consultation spirit. Organised labour rejected rubber-stamping decisions under the guise of consultation and criticised the unilateral approach, which created confusion and reduced process credibility.

Organised labour indicated that the proposed five-day consultation period was unacceptable, especially since consultations were inadequate for chief directorate-level employees across various functions. Organised labour requested two weeks to consult members on the project plan. Regarding the targeted completion date of 30 November 2025, labour said it would consult members and revert with a position. Organised labour indicated that it was not in agreement to complete the process by 30 November. Parties agreed on the following way forward: Organised labour would consult its constituency on the Fit-For-Purpose project plan for two weeks, until 20 November 2025, and provide feedback. A Special DBC meeting would be convened on 11 November 2025 for the employer to present the draft Fit-For-Purpose. The employer would share the draft with labour by 7 November 2025 to prepare for the meeting.

### **EPMDS: CED employees**

The employer presented a revised and updated presentation on "Statistics on the Performance Management for CED employees for the 2025-2026 Performance Cycle." Owing to time constraints, the meeting proceedings were adjourned. Organised labour agreed to provide feedback on the presentation at the next Chamber meeting. The remaining agenda items, including tax implications from the split of the DALRRD to the DOA, CED placement and other NMOG disputes, as well as policies, were deferred for full deliberation at the next Chamber meeting. Organised labour requested 14 days to obtain input and a mandate from members and principals before endorsing the project plan. As part of consultation process, members are encouraged to peruse the *attached* presentations and project plan, and send their inputs by no later than **17 November 2025** to the PSA Chairperson at [toka.nkofu@dallrd.gov.za](mailto:toka.nkofu@dallrd.gov.za) or PSA Chief Negotiator at [tebogo.sono@psa.co.za](mailto:tebogo.sono@psa.co.za)

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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