



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

29-08-2025

Feedback: Special DOA Chamber meeting - 27 August 2025

Policies

Subsistence Policy

The employer presented the Subsistence Policy at the Special Departmental Bargaining Chamber. The employer indicated that the aim of the Policy is to provide guidelines and principles on how travel claims by officials of DOA must be processed. The employer further indicated that the Policy aims to provide norms and standards for the DOA and travelers travelling on official business domestically and internationally and to ensure consistent decision-making by the DOA to facilitate subsistence claims by travelers.

Travel Policy

The employer presented the Travel Policy and indicated that the purpose of the Policy is to ensure consistent decision-making by the DOA to facilitate travel, accommodation, and related expenditure by travelers. The employer also indicated that the Policy aims to provide norms and standards for the DOA and travelers travelling on official business domestically and internationally. Organised labour noted the presentation and agreed to defer these policies to the task team for further engagement. As part of the consultation process, members are encouraged to peruse the *attached* draft policies and send inputs by no later than **10 September 2025** to the PSA Chairperson at toka.nkofu@dallrd.gov.za or the PSA Chief Negotiator at tebogo.sono@psa.co.za.

Project Plan: Fit-For-Purpose

The employer presented a Fit-for-Purpose Project Plan. During a brief presentation, the employer emphasised the need for a new organisational structure in the DOA. Organised labour noted the presentation and agreed that discussion on the Project Plan should be deferred to a special Chamber meeting scheduled for 11 September 2025.

EPMDS: CED employees

Organised labour indicated that certain CED officials have not yet undergone performance assessment for the 2024/25 cycle. Furthermore, organised labour highlighted that some officials have not submitted their performance contract for the 2025/26 cycle. This has created uncertainty regarding the responsibility

and accountability for conducting their performance evaluation. Organised labour further submitted that owing to the placement dispute that is still pending, the projects have been on hold, which will have a direct impact on the performance assessment of CED officials. In response, the employer committed to ensuring that no official is disadvantaged, and all outstanding progressions are duly processed. Owing to time constraints, parties agreed to defer further engagement on 2025/26-performance contracts to the special Chamber meeting scheduled for 11 September 2025.

Tax implications

Organised labour requested clarity regarding *Circular No 44 of 2025* issued by the Department, which outlines the tax implications on officials' service bonuses following the split of the DOA and Department of Land Reform and Rural Development (DLRRD). The Circular highlighted that tax deductions on service bonuses could result in debts or higher monthly deductions, depending on the timing of transfer and the tax method applied. Organised labour further indicated that employees must be safeguarded against tax debts arising from the split between the DOA and the DLRRD. In response, the employer indicated that the tax matter was handled by National Treasury. The employer further indicated that an investigation will be conducted into the matter, drawing lessons from departments that have faced similar situations. The employer is further committed to providing feedback to organised labour upon the conclusion of the investigation. Organised labour emphasised the importance of treating this matter with urgency, given the negative impact it has on affected employees.

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

Reuben Maleka
GENERAL MANAGER