



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

09-10-2026

Feedback: DFFE Departmental Bargaining Chamber meeting – 7 October 2026

The PSA attended the above-mentioned meeting and the following agenda items were discussed as follows:

Forestry placements

The employer tabled an update confirming that affected officials had been vetted. The Department is awaiting the results to determine whether any of the names appear on the sexual offenders register, as some may be placed at schools. The PSA urged the employer to conduct a skills audit to assess whether the officials could be accommodated in vacant posts in the Department and to consider upskilling or training, where necessary. The employer noted labour's request and asked for time to consider the proposal. Labour was also requested to help verify officials' skills for discussion at a later stage. All members who are affected by the Forestry transfer are requested to submit their contact details for further engagements with the PSA Chief Negotiator, Gracia Rikhotso at gracia.rikhotso@psa.co.za or contact her on 082 880 8963.

Update: Organisational structure

The employer indicated that it intends to reorganise the Monitoring and Evaluation Directorate to promote better utilisation and rationalise efficiencies in the Directorate. The Directorate will further rename and repurpose the functions. Labour noted the presentation and indicated that they will not be able to engage in the report as it was sent a day before the DBC. Parties agreed that the report will be dealt with at the next meeting. Labour requested additional information pertaining to the specific functions that will be affected and parties agreed that the employer will update the report and send it to labour in the next seven days where a special DBC will be convened for further engagements.

Vacancy update: Filling of vacancies in DFFE

The Department has discontinued the phased approach to filling vacancies. As of the end of September 2026, there were 318 vacant posts, of which 166 had been prioritised, 124 advertised, and 63 filled. It was also noted that posts vacated from November 2025 onwards would be filled. Officials may apply for internal lateral transfers where suitable posts are available.

The filling of vacant posts vacated by officials who opted for early retirement without penalty will be filled based on the speed by line function.

Policies

An update on policies tabled, which were deferred to the Policy Task Team (PTT), was shared with the meeting where parties confirmed that the following policies were finalised and require adoption by the Chamber and to be forwarded to the departmental internal processes. The PSA noted the policies, which are as follows:

- Safety and Health Policy
- Overtime Policy
- Loss and Damages Policy
- Service Delivery Policy

An update was given that the draft Remote Work Guideline was submitted to departmental executives for approval. Labour was unhappy about the fact that the employer refused to agree to regard the above-mentioned policy as a policy but insisted that the document submitted by labour was not a policy but a guideline. Labour expressed dissatisfaction as discussions on this document have been ongoing for quite a while and they evoked section 17 of the Chamber Governance Rules. The item will be removed from the agenda pending facilitation by the General Secretary of the General Public Service Sectoral Bargaining Council (GPSSBC).

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

Reuben Maleka
GENERAL SECRETARY