

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

21-04-2026

Feedback: DFFE Departmental Bargaining Chamber (DBC) meeting

The following agenda items were discussed at the recent DBC meeting.

Policies

Members were previously informed that the employer tabled the Recruitment and Selection Policy, Acting Policy, and Remote Work Policy. These policies were subsequently tabled at the Task Team (PTT) for further consultation. At the recent meeting, it was reported that the policies mentioned is still in progress. Further updates on consultation of these policies will be provided at the next Chamber meeting.

Human Capital Management (HCM) *Circular 10 of 2025*

The employer provided an update, indicating that vacant posts are being filled only as and when required and in line with prioritised needs. As a result, the item cannot yet be withdrawn from the agenda. This follows HCM *Circular 10 of 2025*, which stated that recruitment processes were placed on hold, with exceptions made only for prioritised posts, pending approval by National Treasury.

Forestry placements

Members will recall that the Department reported that it is in the process of concluding placements of affected employees. An update was shared that it is in discussion with the Department of Education, which has shown an interest in absorbing affected employees. The employer further stated that it will be visiting affected areas and will consider including one labour representative from each union based on the availability of budget. Owing to land redistribution, communities have claimed the land where plantations were as that was a commercial forestry and employees who were working at those areas where land claims was successful were left redundant as the Department gave over the land and employees needed to be reaccommodated.

Skills audit

The employer presented the outcomes of the skills audit. Labour noted the presentation, which was shared with members, and no further inputs were received. Parties agreed that the item should be removed from the agenda.

Filling of vacancies in DFFE

Labour noted that the Department has started advertising various positions internally and requested the employer to give an update on how many vacancies have been filled and how many are still vacant. The employer confirmed that several vacancies have been advertised and requested to be given an opportunity to give an updated report. Labour requested the employer to furnish the number of employees who have taken the early retirement for noting. The employer committed to sending the list through the Chamber secretariat before the next DBC.

Changes in DFFE organisational structure

The employer requested that the item be deferred to the next DBC as its Organisational Development (OD) directorate is still having high level and strategic discussions on the structure, which will be shared with labour once the discussions have been completed.

Safety of departmental officials who handle cash and abalones confiscated

Members will recall that labour raised concerns about the safety of employees who are handling cash and abalones in the Department. An update was given where the employer reported that if finance department is in the process of procuring speed-point machines, which will be used instead of cash and that it will be engaging the Fisheries division on the abalones matter.

Outsourcing of security officials employed by Department

The PSA previously received information from its members that there are intentions of outsourcing the security Officials to an external service provider. The employer only confirmed that the contract of the outsourced security service provider has expired, and it is in the process of sourcing a new service provider but disputed that departmental officials were affected by this process. Labour requested to be given time as a meeting will be convened with the affected employees next week and will report back at the next DBC.

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.

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