

FOR PSA MEMBERS: **DEPARTMENT OF LAND REFORM AND RURAL DEVELOPMENT
(DLRRD)**

11-03-2026

Critical update: DLRRD Employment Equity (EE) Plan delays affect recruitment – PSA needs members’ inputs

The PSA wishes to update members on developments following the demerger of the Department of Agriculture, Land Reform and Rural Development (DALRRD) into the Department of Agriculture (DOA) and the Department of Land Reform and Rural Development (DLRRD).

During the recent special Chamber meeting, the employer confirmed that the Department’s Employment Equity (EE) Plan has not yet been finalised. The delay is owing to the ongoing establishment of workplace forums, as required by the *Employment Equity Act*. As a result, the absence of an approved EE Plan has created challenges for recruitment and selection, and vacant posts remain unfilled.

The employer informed labour that it has written to the Department of Employment and Labour (DEL), requesting an extension for the submission of the EE Plan. In anticipation of further delays, the employer has also approached the DEL, the Director-General, and the Minister responsible for the former DALRRD to request approval to use national demographic statistics as an interim measure for recruitment and selection processes. The employer sought organised labour’s support for this temporary arrangement. Organised labour, including the PSA, raised the following key concerns:

- The status, establishment, and legal role of the employment equity forum.
- Whether the bargaining chamber can assume functions that legally fall under the EE forum.
- Whether the DEL has responded to the request to use national demographics.
- Whether national demographic statistics are appropriate for departmental recruitment realities.

Labour also stressed that delays in finalising the EE plan are creating serious operational challenges, as unfilled vacancies increase workloads and pressure on existing staff. The employer stated that its intention is to secure labour’s support for the interim use of national demographics to allow recruitment processes to proceed without compromising fairness and compliance. Organised labour noted the proposal and requested seven working days to consult members and obtain a formal mandate.

PSA members are therefore requested to submit their inputs and views by **16 March 2026** to the PSA Chairperson - toka.nkofu@dallrd.gov.za or the PSA Chief Negotiator - tebogo.sono@psa.co.za.

Members' participation is essential to ensure that the PSA represents your interests effectively during consultations. Employees who wish to join the PSA can visit the PSA website, send an email to ask@psa.co.za, or contact the nearest PSA Provincial Office.

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