



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

19-10-2026

Feedback: DLRRD Departmental Bargaining Chamber Meeting

Fit-for-Purpose

The employer reported that all provincial engagements regarding the Fit-for-Purpose process had been completed and presented outcomes of these engagements. Organised labour noted the report and presentation but pointed out that the outcomes must first be discussed by the Fit-for-Purpose Task Team before being tabled at the Departmental Bargaining Chamber (DBC). Parties agreed that a Fit-for-Purpose Task Team meeting would be convened on 26 October 2026 to discuss the outcomes of provincial engagements.

Issues emanating from NMOG process

The employer indicated that it considered further discussion of the CED matter at the DLRRD Chamber unnecessary, following the Department of Agriculture's decision that CED officials and function would remain with the DOA. The employer further reported that the process of addressing grievances emanating from the NMOG process was nearing completion. Organised labour noted the report. Following deliberations, parties agreed that the CED matter would remain on the agenda until the next DBC meeting to allow the Council to finalise its work on the matter.

Recruitment and Selection Guidelines Circular in absence of approved Employment Equity Plan

The employer undertook to submit a draft on the Employment Equity Plan at the next DBC meeting. Organised labour noted the undertaking.

E-Performance Management System

The employer reported that training on the E-Performance Management System was provided for Corporate Support Services. Training would be rolled out across the Department once approval has been obtained from the Departmental Executive Committee (EXCO). Organised labour noted the report.

Trade union representation and time off

The employer requested organised labour to submit a list of shop stewards and sought clarity on the policy provision governing time-off for shop stewards. Organised labour undertook to submit the requested list. The Council would provide clarity on the relevant policy provision through the Chamber Chairperson.

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