



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

29-10-2026

Feedback: DOA Departmental Bargaining Chamber Meeting

Fit-for-Purpose

The employer made a presentation and reported that the Department met with the Department of Public Service and Administration (DPSA) and National Treasury on 19 August 2026 to discuss the proposed structure, its cost implications, and funding requirements. The employer further reported that the proposed structure seeks to align the Department's functions with its Strategic Plan for 2025 – 2030. According to the employer, the DPSA and National Treasury supported the proposed configuration in principle, subject to addressing identified budget constraints. They recommended that the Department should review the proposed staffing capacity to reduce the projected budget deficit.

The Department subsequently discussed these recommendations at its Executive Committee meeting on 25 August 2026. The employer indicated that the structure initially shared with organised labour would cost approximately R2.663 billion against an allocated Compensation of Employees (COE) budget of approximately R1.665 billion, resulting in a shortfall of approximately R998.8 million. Following revisions, the projected cost decreased to approximately R2.011 billion, leaving a shortfall of approximately R346.5 million. The employer further reported that approximately R50 million to R70 million had been reserved for newly proposed posts.

A Fit-for-Purpose Task Team was established to reduce duplication and overlapping functions and scale down proposed posts. A phased funding approach over three years was also recommended, prioritising critical posts. The employer's presentation outlined substantial changes to the structure previously shared with organised labour. These included the movement of functions between branches, the merger of directorates and sub-directorates, the abolition of certain proposed components, and the downgrading of others. Examples included the abolition of the proposed Directorate: Organisational Development, the downgrading of Communication Services from a chief directorate to a directorate, and the downgrading of Data Management to a sub-directorate. Organised labour noted the report with serious concern and questioned whether the Department was consulting in good faith. Labour indicated that the employer had engaged the DPSA and National Treasury before adequately responding to the inputs submitted by organised labour on the initial draft structure.

Although the employer reported support in principle from the DPSA and National Treasury, this was subject to resolving affordability concerns. Organised labour indicated that its concern was that the Department subsequently amended the structure without returning to labour for meaningful consultation or, at a minimum, providing timely updates on these developments. The PSA emphasised that the changes presented were substantial and required proper engagement, therefore, organised labour must have a meaningful opportunity to assess the revised proposals and their implications before the structure is finalised. Organised labour called on the employer to provide the revised structure, explain the changes and the staffing implications, and respond comprehensively to labour's outstanding inputs. The employer must allow sufficient time for consultation and consideration of further proposals. Parties agreed that an urgent DBC meeting will be convened to discuss the revised organisational structure.

The PSA cautioned that failure to consult meaningfully could result in an avoidable dispute. Budget constraints and engagements with the DPSA and National Treasury do not resolve organised labour's outstanding concerns about the consultation process. Subsequently the employer shared the revised organisational structure.

As part of consultation members are required to peruse the employer's presentation and the revised organisational structure (*attached*) and send inputs to Tebogo Sono - tebogo.sono@psa.co.za and Khathutshelo Muhanelwa - khatutshelo.muhanelwa@dlrrd.gov.za **on or before 8 November 2026**. 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