



FOR PSA MEMBERS: **EASTERN CAPE DEPARTMENT OF AGRICULTURE**

09-06-2026

Update: Settlement agreement on implementation of migration plan

Members were previously informed about the approved organogram that the PSA felt the employer did not consult labour sufficiently. Some of the major concerns that were registered were:

- Offices or areas that are not on the new organogram.
- Reduction of posts in the new organogram resulting in excess employees.
- Unfair migration criteria.

Subsequent to this, the PSA referred this as a matter of interest to the Eastern Cape GPSSBC Chamber. The Chamber mandated the employer and organised labour to engage each other with the appointment of the facilitator from the Office of the Premier. In preparation for these engagements, PSA structure members identified all the shortcomings that were compiled in a form of demands, which needed to be accommodated in the settlement agreement in terms of implementation of the migration plan.

A draft settlement agreement was crafted on 20 May 2026 where all the inputs were considered from parties (employer, PSA, and Nehawu). After this meeting further consultations were held with the PSA structure in Agriculture where the issue of offices that are not in the new organogram were left out in the draft agreement, a matter that everybody felt very strong about and which could result in members being compelled to leave their places of work.

This matter was raised on the follow-up meeting which was on 2 June 2026 between the employer and organised labour. The PSA raised this issue and that the employer assured all parties that no offices will be closed or cease to operate as a result of not appearing on the new organogram. This item was captured in the draft. Based on all inputs being accommodated in the draft agreement, the employer and Nehawu signed the agreement on 2 June 2026 and the PSA thereafter on 3 June 2026 after consultation with the structure in Agriculture.

Way forward

- Four members will represent the PSA in the provincial task team to oversee the entire process.
- Two members from each district will be part of this implementation in the district level.

- One person to be part of the appeals committee.

Attached is the signed settlement agreement for ease of reference. Members with uncertainties can contact the PSA Provincial Offices in Gqeberha and Mthatha.

Reuben Maleka
GENERAL MANAGER