



FOR PSA MEMBERS: **FREE STATE**

05-03-2026

Migration: Free State Department of Economic, Small Business Development, Tourism, and Environmental Affairs (DESTEA) to Department of Agriculture and Rural Development (DARD)

This serves as an update on the DTT meeting that the PSA held with the employer on 24 February 2026.

Migration of Environmental Affairs

The migration of Environmental Affairs will take effect on 1 April 2026. Members are encouraged to take note of this important date.

Process and application of LIFO

The employer has committed to ensuring that the migration process is as seamless as possible. The PSA made it clear that this process must not be used to settle any personal disputes between employees and managers. The last-in, first-out (LIFO) principle will apply in certain instances. However, the Department has indicated that it will make every effort to retain critical and scarce skills where necessary. A members' meeting will be held on Friday, 6 March 2026, where members will have an opportunity to raise questions and state their concerns formally.

Memorandum of understanding between departments

A Memorandum of Understanding (MoU) has been concluded between the DARD and the DESTEA. This MoU will ensure smooth operations for employees working in reserves and resorts. Members are reminded that resorts fall under Tourism and not Environmental Affairs, and therefore, those employees are not part of the migration.

Dispute-resolution mechanism

A dispute-resolution body will be established, consisting of independent persons who are not attached to the Department. This structure will assist in cases where members feel aggrieved by the process.

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