



FOR PSA MEMBERS: **DEPARTMENT OF FORESTRY, FISHERIES, AND THE ENVIRONMENT (DFFE)**

06-02-2025

Feedback: DFFE Departmental Bargaining Chamber – 4 February 2025

NMOG process update

Members were previously informed that the Department of Forestry, Fisheries, and the Environment (DFFE) is affected by the National Macro Organisation of Government (NMOG) process, as it will be receiving 20 employees from the Department of Public Enterprises, which is set to cease operations. The employer reported that discussions with the Department of Public Service and Administration (DPSA) are ongoing this week, and a multilateral meeting will be scheduled with organised labour for consultation. The PSA acknowledged the employer's update but raised concerns that the 31 March 2025 deadline for finalising the NMOG process is approaching with little substantial progress. Parties agreed to hold a multilateral meeting on 11 February 2025 to continue discussions.

Policy consultations

The following policies are currently under consultation:

- DFFE Firearm Policy
- DFFE Firearm Control Standard Operating Procedures (SOP)
- Security Policy
- Addendum to the Bursary Policy
- Draft Parking Policy
- Revised Supply Chain Management (SCM) Policy

The employer requested organised labour to submit names of representatives for a policy task team. The PSA has submitted its representatives, and the employer has committed to scheduling consultation dates once other unions have submitted their representatives.

Service delivery during water interruptions

The PSA previously proposed guidelines for managing service delivery during water interruptions, which have become more frequent in recent months. Parties agreed that this matter will first be addressed at the Occupational Health and Safety Committee. If consensus is reached, it will then be submitted to the Departmental Bargaining Chamber for ratification.

Purchase of laptops

The employer reiterated that the DFFE will no longer sell old laptops to employees, citing National Treasury regulations prohibiting such sales. The employer has committed to sharing the relevant Treasury regulations with organised labour by 6 February 2025. The PSA noted the employer's response with disappointment and will review the regulations before determining its stance in the next meeting.

Reinstatement of courier services

The employer reported that the previously suspended courier services have now been reinstated. The PSA acknowledged the update but requested that employees who used personal funds to ensure service delivery during the suspension be reimbursed. It was agreed that affected employees must submit proof of payment to the Finance section for reimbursement.

Payment of pay progression

Organised labour previously raised concerns regarding delays in the payment of pay progression for employees. The employer has now confirmed that all qualifying employees received their pay progression in December 2024, though the exact payment date could not be provided. Any member who has not yet received their pay progression should contact PSA Chairperson, Mr Kgomotso Moela, at KMoela@dffe.gov.za.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER