

FOR PSA MEMBERS: **DEPARTMENT OF INTERNATIONAL RELATIONS AND COOPERATION (DIRCO)**

05-04-2024

Feedback: DIRCO Departmental Bargaining Chamber (DBC) meeting

Medical aid

The PSA raised a concern that the foreign service code on medical claims for 2020/21 was rejected and employees were not provided with a clear explanation. The PSA maintained that the employer should have adjusted the codes for South African medical aids when these were not recognised. The employer agreed to a bilateral meeting to discuss the matter. The service provider, such as GEMS, and relevant managers will be invited to provide clarity to the meeting.

Organisational structure/repositioning of South Africa's global presence/DIRCO rationalisation of foreign mission

The employer process to review the organisational structure was underway. The Department intends to ensure global presence and rationalisation of foreign mission offices. The employer is engaging National Treasury and the DPSA regarding the proposed organisational structure. The Department intends to prioritise the implementation of the concept to reposition its global presence. The PSA noted the report and requested the employer to fast-track the process of the implementation of the organisational structure.

Employment Equity Committee

The employer reported that the Employment Equity Committee does not exist in the Department. It intends to resuscitate the Committee. The PSA noted the report and requested the employer to fast-track to establish the Committee.

Occupational health safety compliance

The employer reported that the elected representatives do not attend OHS meetings. It requested labour to encourage their representatives to attend the meetings. The draft OHS policy was submitted to the Director-General for inputs and will be shared with parties at the DBC next meeting.

Implementation of GPSSBC Resolution 1/2021

The PSA raised a concern regarding the non-implementation of the pensionable salary adjustment of 1.5% for employees who did not qualify for pay progression. The employer reported that all the

outstanding salary adjustments were implemented and paid accordingly. The employer emphasised that the 1.5% pay progression will not be paid to employees who reached a ceiling on their notches. The PSA noted the report and requested to engage its members about the matter and inform the employer accordingly.

Communications policy

The draft communications policy was tabled by the employer and referred to the policy task team for further consultation and deliberation.

Budget cuts

The PSA raised a concern about the implementation of cost-containment measures and budget cuts. The employer indicated that there is a team responsible for the management of cost containment and would be requested to attend the next meeting to provide clarity on the concerns raised.

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

Reuben Maleka
GENERAL MANAGER