



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

01-09-2025

Feedback: DIRCO Special Departmental Chamber Meeting – 31 August 2025

Policies

Amended Working Hours and Overtime Policy

The employer presented the amended policy and indicated that the policy previously excluded mission officials. After consideration, the employer acknowledged and agreed to include mission officials in the scope of the policy. Most importantly, the scope of application was extended to mission officials and other relevant areas.

Draft HIV, TB, and STIs Management Policy

The employer tabled the policy and indicated that it constitutes one of four pillars of the employee health and wellness strategic framework for the public service. It was further noted that amendments were made to ensure alignment with revised national strategic policy on HIV, TB and STIs. The employer also confirmed that the policy aligns with the public service policy developed by the DPSA.

Revised Travel Policy

The employer reported that the Travel Policy was reviewed and updated to comply with the latest guidelines issued by the National Treasury, specifically addressing cost containment measures.

Organised labour noted the presentation and agreed to defer these policies to the task team for further engagement. As part of consultation process, members are encouraged to peruse the *attached* draft policies and send inputs by no later than **7 September 2025** to the PSA Chairperson at bradleyg@dirco.gov.za or the PSA Chief Negotiator at tebogo.sono@psa.co.za.

Inclusion of organised labour in recruitment of Senior Managers (Salary level 13 - 15)

The PSA indicated that unions have traditionally been permitted to observe the recruitment process for positions ranging from level 1 to 12 but were excluded from involvement at Senior Management Service (SMS) level. The PSA recommended that unions should be allowed to participate in the recruitment process for Senior Managers at salary level 13 to 15 to enhance openness and transparency. The PSA emphasised the importance of unions' involvement in the recruitment of senior management to ensure a

fair and transparent process. The employer noted the PSA's submission. The matter was deferred to the next Chamber meeting for engagement.

Budget cuts

The employer presented the budget framework of the Department. The presentation focused on the following key aspects:

- Budget summary for 2025/26-financial year
- Selected performance indicators
- Expenditure overview
- Priorities of the Department, *i.e.*, strengthening bilateral relations, advancing African agenda, and promoting regional development, participating in global forums, and managing infrastructure projects and properties
- Expenditure trends and estimates
- Compensation of employees in terms of HR plan

Organised labour acknowledged the presentation and noted that it lacked emphasis on multilateral objectives, particularly within the continent, focusing instead on subscription and membership fees. Organised labour highlighted the need for adequate funding for continental objectives including public diplomacy, and overspending issues.

Organisational structure/Repositioning of SA's global presence/DIRCO's rationalisation of Foreign Missions

The employer presented the reconfiguration of the organisational structure. The presentation focused on the following key points: Progress on the review of organisational structure, way forward, summary of review, *i.e.*, breakdown of total number of current and proposed posts and summary of reviewed organisational structure. Organised labour acknowledged the presentation and emphasised that meaningful consultation must take place prior to adoption of the proposed structure. The employer committed to engaging in such meaningful consultation with labour.

Regulations of Foreign Service Act

The employer reported that a submission was made to the Director-General (DG) regarding establishment of the committee responsible for overseeing the implementation of the Foreign Service Dispensation (FSD). Furthermore, the employer reported that there were delays in finalising the matter promptly owing to capacity constraints in the office of the Chief Operating Officer. Organised labour noted the report and requested clarity whether the submission made to the DG was about the FSD coordinating committee or not. In response, the employer clarified that the submission was on the coordinating committee. It reiterated that the submission was intended to formally establish the committee and concurrence, or approval was required from the DG and Minister.

PSCBC Resolution 1/2008: Revised Foreign Services Dispensation (FSD)

The PSA indicated that the Department failed to implement clause 4.1.4 of PSCBC Resolution 1/2008 on FSD, primarily on COLA deductions made in 2019. The PSA recommended that the Department should implement clause 4.1.4 of the Resolution retrospectively. The employer noted the submission for further engagement in the next Chamber meeting.

Implementation of Special Leave Agreement (GPSSBC Resolution 2/2024) and Full-time Shop Steward Agreement (GPSSBC Resolution 3/2024)

The Secretariat on behalf of the Council gave a brief background on the matter. It was indicated that the matter resonated well with the communique shared with parties to the Chamber on 19 May 2025. The Secretariat also indicated that the intention of the Council was primarily to monitor implementation of the Resolutions in question. Furthermore, he indicated that parties to the Chamber were required to provide progress reports in terms of the implementation until the Council decides otherwise. Parties acknowledged the submission.

Update on postings

The employer reported that June 2025 placement processes were concluded, and officials were already transferred to their respective missions. The December 2025 placement process is in progress, awaiting confirmation for funding. Organised labour welcomed the report but highlighted concerns about coordination, as the process remains fragmented and time-consuming. Organised labour reiterated the need for a centralised, multi-functional task team – including finance, line functions, HR, and branch heads – to oversee and streamline the placement process.

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.

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GENERAL MANAGER