



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

19-05-2025

Feedback: DIRCO Departmental Bargaining Chamber meeting

Organisational structure, repositioning of South Africa's global presence, and rationalisation of foreign missions

DIRCO is currently undertaking a review of its organisational structure. The revised structure was submitted to the Department of Public Service and Administration (DPSA) for approval. However, the DPSA returned the submission with recommendations for DIRCO to align certain positions with existing policy frameworks. Organised labour requested that the proposed structure be presented at a bilateral meeting to allow for thorough consultation. The employer acceded to this request and committed to convening a bilateral engagement to facilitate further discussions on the matter.

Policy for Mobile Communications Services: Update

During the previous Departmental Chamber Meeting, parties agreed to defer discussions on the Policy for Mobile Communications Services to a dedicated Policy Task Team (PTT) meeting. However, the scheduled PTT meeting did not take place. As a result, parties have now agreed to arrange a PTT meeting within the next two weeks to ensure the Policy is properly reviewed and finalised.

Update: ICOS circular 1/2024 – Remunerative work and standby allowance for 2024/25-financial year

The employer reported that it is currently in the process of finalising a policy on working hours and remunerative work. This development follows concerns raised by organised labour regarding inconsistencies and implementation challenges related to remunerative work and standby allowance. Organised labour highlighted that current practices have created confusion and unfairness in the allocation and compensation for additional duties performed outside normal working hours. In response, the employer committed to addressing these concerns through the development of comprehensive policy frameworks. The employer confirmed that the draft policies on working hours and remunerative work will be tabled at the next Chamber meeting for consultation and engagement with organised labour.

The PSA will continue to monitor the process closely and will provide further updates to members following the next Chamber engagement. Members are encouraged to raise any issues or anomalies

related to standby allowances and remunerative work with their local PSA representatives to ensure that all concerns are adequately addressed in policy discussions.

Update: Postings

The employer reported that the next posting cycle is scheduled to commence in June, with preparations already at an advanced stage. Organised labour urged the employer to consider the personal circumstances and challenges faced by individual members during the posting process, to ensure fair placements.

Reimbursement of medical schemes abroad: Legal advice

The PSA previously registered the matter relating to the recently adopted policy on the reimbursement of medical schemes abroad at the last Departmental Bargaining Chamber meeting (refer to the previous *Informus*). Following deliberations, the matter was deferred for discussion in a bilateral meeting to address the issues raised by the PSA. However, to date, the bilateral meeting has not taken place. Parties had agreed to schedule this engagement to provide clarity and ensure that the concerns raised are adequately addressed. The PSA will continue to follow up with the employer to secure a date for the bilateral meeting.

Employees who want to join the PSA can visit the PSA's website, contact a PSA shop steward or the nearest PSA Provincial Office.

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GENERAL MANAGER