



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

21-10-2025

## Feedback: DIRCO Departmental Special Chamber Meeting – 14 October 2025

### Policies

Members are reminded to provide inputs on the following policies that were tabled, deferred to the Policy Task Team (PTT), and distributed: Amended Working Hours and Overtime Policy, Draft HIV, TB, and STI's Management Policy, and Revised Travel Policy. Further, the employer tabled the following policies for consultation: Acceptance of Individual Gift Policy, Policy on Remunerative Work Outside the Employee's Employment in the Department, Policy on Doing Business with the State, and Disclosure of Financial Interest Policy. The said policies were deferred to the PTT for further discussion and consultation. As part of consultation process, members are encouraged to peruse the *attached* draft policies and send inputs by no later than **31 October 2025** to the PSA Chairperson at [bradleyg@dirco.gov.za](mailto:bradleyg@dirco.gov.za) or the PSA Chief Negotiator at [tebogo.sono@psa.co.za](mailto:tebogo.sono@psa.co.za).

### Organisational structure, repositioning of SA's global presence and DIRCO's rationalisation of foreign missions

The employer reported that the organisational structure has been finalised and that it is currently awaiting the office of the Chief Financial Officer (CFO) to issue a letter to the National Treasury confirming that the Department has the necessary budget to fund the structure. The employer further indicated that this letter would form part of the submission to be sent to the National Treasury and the Department of Public Service and Administration (DPSA). Upon the PSA lambasting the employer for failing to consult on the matter, parties agreed that a special Chamber meeting be convened before the end of October 2025.

### Regulations of Foreign Service Act

The employer reported that the implementation process of the regulation of the *Foreign Service Act* and implementation of the committee has encountered certain human resource challenges. It was further indicated that the Department is awaiting the Minister's approval of the roadmap and that a submission has already been made to the DPSA. The employer confirmed that the process remains ongoing and assured parties to the Chamber that regular updates will be provided as progress is made. Organised labour noted the report.

### **Update on postings**

The employer reported that the Human Resource (HR) division has concluded the administrative process for the December 2025 placement cycle. A total of 77 officials has received nomination letters. The nominated officials are currently attending mission preparatory training, after which they will be deployed to their respective missions effective from 16 December 2025. Furthermore, the employer indicated that, with regard to inbound transfers, transfer letters and directives have been issued for 66 officials who will be returning on 15 December 2025. Further, the employer indicated that there will be no June 2026 placement cycle. The report was noted by organised labour.

### **Review: Foreign Service Training Admission Policy**

Labour raised concern regarding the expired policy governing the training and assessment process at the DIRCO Training Academy. It was emphasised that the policy needs to be urgently reviewed and updated. Labour further expressed serious concerns regarding the proposal that an external service provider will administer additional assessment to officials undergoing training. This arrangement would require the sharing of sensitive information with external service providers, raising questions about data protection and confidentiality. Labour requested clarity on whether these external suppliers have been properly vetted and approved. The employer noted the matter and parties agreed to meet before the end of October 2025.

### **Inclusion of organised labour in recruitment of senior managers (Salary Level 13 - 15)**

Members are aware that organised labour tabled a demand to allow labour to participate in the recruitment process. However, the employer reported that the inclusion of organised labour in the recruitment process of senior managers is not supported. Organised labour was disappointed with the employer's response, stating that its participation would promote transparency and fairness through proper observation of the recruitment process. Parties endeavoured to engage outside the Chamber and would have the meeting soonest.

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

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