



FOR PSA MEMBERS: DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION (DTIC)

01-09-2025

Feedback: DTIC Departmental Bargaining Chamber meeting (DBC)

Determination of vote weights

The Secretariat presented the vote weights in accordance with clause 16.1 of the GPSSBC Governance Rules:

Trade union	Membership	Vote weight
PSA	677	72.65%
Nehawu	253	27.12%
Popcru	3	0.32%

The PSA noted the vote weights as presented with the PSA representing 72.65% of the total membership in the DTIC.

Occupational health and safety (OHS) compliance

The employer tabled a report on the status of OHS compliance in the Department, including a focus on the mental health of employees. It was highlighted with concern that mental-health related illnesses have doubled. Studies further indicate that a growing number of public servants are highly indebted, with employees at SMS level being most affected. Notably, this level also reflects the highest turnover rate. The PSA will continue to participate actively in the OHS Committee and will share the contact details of its representative with members in due course.

Fit-for-purpose

It was reported that the Director-General is currently consulting with branches on the organisational structure, after which the matter will be tabled at EXCO in September 2025. The employer further indicated its intention to request a special Chamber meeting to provide feedback on progress and its response to the input received. A framework will be developed to guide the process. Labour will be invited to participate in a committee that will consolidate inputs. The Terms of Reference for this committee will be consulted at its next meeting in September 2025.

GPSSBC Resolution 5/2014: Recognition of Improved Qualifications

It was reported that the list was signed off and submitted for approval. Once the list is approved, applications will be invited through the Department's *Newsflash* and finalise the program by the end of the year.

Working hours policy

It was noted that parties previously deadlocked on discussions, and the matter was facilitated in April 2025. Parties were directed to revert to the Chamber for further discussions. The employer withdrew the policy and will retable it for discussion with the new policies for consultation.

Remote working policy

The employer agreed to the labour's proposal to develop a remote working policy for the Department to regulate remote work. The employer will table the policy for consultation once it has completed the drafting process.

DTIC parking

The PSA raised concerns regarding the requirement for members to pay for parking upon exit when they forget their access cards. This is even though parking is already paid for by the employer. It was agreed that the employer will communicate with all employees, advising them that in such cases they should report to Access Control to obtain a temporary card, instead of being required to pay.

Proposed relocation to another building for refurbishment

The PSA proposed that a movement committee be established to oversee the process and ensure that employees' interest is addressed. The employer indicated that it would respond to the PSA before the next meeting on the proposal.

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