



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

30-10-2025

Feedback: DTIC DBC meeting

Fit-For-Purpose and re-assignments

As previously reported, the employer indicated that following the NMOG process, there is a need to review the current organisational structure. It also reported that it is still in the process of conducting internal consultation with branches and various stakeholders and will approach labour for consultation as soon as it is ready. It was subsequently agreed that a special Chamber meeting will be convened before the end of November 2025 to commence with the consultation process.

Presentation on automated performance agreement template and exits

The employer tabled a presentation that reflected the number of grievances received out of the assessment process, which were all subsequently resolved. A presentation was also made on turnover and employee exit interviews that were conducted. The presentation reflected that from the exit interviews conducted, there was no correlation between grievances registered and exits as most were because of personal reasons.

Remote (hybrid) working policy

The employer has circulated a draft hybrid working policy for consultation. The purpose of the policy is to establish a consistent framework for hybrid and other flexible work arrangements that:

- Align with legislative and regulatory prescripts;
- Promote efficiency and cost-effectiveness through optimal use of resources and technology;
- Enhance work-life integration and employee morale, contributing to talent attraction and retention;
- Ensure fairness, transparency, and accountability in implementing flexible work options; and
- Address potential risks associated with remote work, including information security, occupational health and safety, and service continuity.

Members are invited to review the draft policy and submit inputs and comments to astrid.al-anani@psa.co.za by **11 November 2025**. Please note that the policy will be further discussed in the Policy Task Team meeting scheduled for mid-November 2025.

Policy Task Team

The Policy Task Team is currently addressing the review of the following policies:

- Draft Code of Prevention Violence and Harassment Policy
- Recruitment and Selection Policy
- ICT Acceptance User Policy
- Security Policy
- DPME Ethics Management Policy
- Revenue Management Policy
- Asset Management Policy

Members are invited to submit their input on these policies to PSA via its structures or directly to Velucia.maluleka@psa.co.za by **11 November 2025**.

Pool for Foreign Economic Representatives (FER) *versus* old-order recycling

Labour previously proposed that the employer should avoid recycling the same employees for placement and should create a pool of trained candidates to select from. The employer responded that the draft policy, which is based on the revised strategy, accommodates the development of a pool of candidates. Until the new policy has been consulted, it was noted that the old one would still be applicable.

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