



FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION (IDC)**

09-07-2025

## Feedback: IDC Bargaining Forum – 4 July 2025

### Update: PSA's five key priorities

At the RBO session held in March 2025, the PSA submitted the following five key priorities to the IDC for urgent attention:

- Recognition and incentivisation of employees' performance and hard work for the 2023/24-financial year;
- Resolution of the 10% "haircut" dispute through an out-of-court settlement;
- Reinstatement of all employee benefits, including travel allowances, sports and gym memberships;
- Addressing occupational health and safety concerns; and
- Clarification of the retention bonus.

The IDC confirmed that these matters would be tabled at its EXCO meeting scheduled for 10 July 2025. The PSA expressed concern over the lack of urgency in the employer's approach and emphasised that it would explore alternative avenues if the outcomes of the EXCO meeting were not favourable. As part of the agreed way forward, both parties resolved to convene a special Bargaining Forum meeting on 18 July 2025, where the employer is expected to provide comprehensive feedback on all five matters. The PSA has reserved its right to escalate the matters further, depending on the substance and adequacy of the employer's response.

### IDC culture survey outcome

The IDC recently conducted an organisational culture survey, in which the PSA encouraged member participation. The survey was administered by an independent service provider to ensure objectivity and credibility. The findings and recommendations were presented to stakeholders, revealing a concerningly low culture score of 15%. The PSA has taken note of the survey outcomes and has committed to engage the employer on the findings after thorough consultation with members. The detailed presentation by the service provider is *attached* for reference.

### Integration of information management project

Members were previously informed that the employer intends to embark on a project to digitise information and transition from physical to electronic records. To facilitate this process, a task team comprising representatives from labour and the employer was established. The task team is currently in

the final stages of its work and is expected to provide a comprehensive update at the next scheduled meeting.

### **Proposed changes to Employment Relations (ER) policies**

Members were previously informed that the employer proposed changes to the grievance and disciplinary procedures. The employer acknowledged receipt of the PSA's inputs on both policies and indicated that it was still busy with internal processes and would provide an update in the next meeting.

### **Agency fee agreement update**

Members will recall that the PSA submitted a request for the implementation of an agency fee agreement. This agreement proposes that employees who are not members of the PSA but nonetheless benefit from the outcomes of collective bargaining processes should contribute an amount equivalent to the PSA membership fee. The employer has acknowledged receipt of the draft agreement submitted by the PSA. Parties have agreed to further engage on this matter during the upcoming special Bargaining Forum meeting scheduled for 18 July 2025.

### **Quarterly Employee Relations Report**

The employer presented the quarterly Employee Relations Report, which covered grievances, misconduct, and incapacity cases. The PSA noted the contents of the report and reiterated the importance of adhering to the principle of speedy dispute resolution, as discussed in the previous meeting. To support this, the PSA requested the inclusion of a column in the report, indicating the date on which each case was registered. This addition would allow for better monitoring of the turnaround time for resolving cases. The employer acknowledged the request and expressed its willingness to incorporate this enhancement in future reports.

### **Alternative energy demand**

Members will recall that this item was initially tabled during a period when the country was experiencing persistent and severe stages of load shedding. The PSA informed the employer that it is still consulting members regarding the matter and has not yet finalised its position. The PSA committed to providing a clear stance in the next meeting on whether it intends to pursue this matter further.

### **RBO update**

Members will recall that a Relationship By Objective (RBO) was held in March 2025. Parties acknowledged that, whilst the session was productive, there was a need for another session to conclude outstanding matters to ensure alignment on all matters. Parties agreed to have an alignment workshop to conclude the work started in December 2024 and have another RBO session to conclude on the issues identified in the last session.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER