



FOR PSA MEMBERS: INDUSTRIAL DEVELOPMENT CORPORATION (IDC)

15-05-2025

Feedback: Meeting with IDC Chief Executive Officer

The PSA recently held a meeting with the newly appointed Chief Executive Officer (CEO) of the IDC, aimed at fostering a constructive relationship and affording the CEO an opportunity to share her vision for the IDC following her assumption of office in February 2025.

The CEO indicated that, as she is approaching her first 100 days in office, she was still assessing the full operations of the IDC and therefore was not yet in a position to outline her strategic vision. She noted that it could take up to six months to determine whether the current IDC strategy requires revision or should remain aligned with her future direction.

Whilst wishing the CEO success in her new role, the PSA emphasized that there are urgent matters that require immediate attention to boost employee morale and support the achievement of IDC's organisational objectives. The following five priority issues were presented by the PSA, emanating from the Relationship Building Objective (RBO) exercise:

- Recognition and incentivisation of employees for their performance and commitment during the 2023/24-financial year.
- Resolution of the 10% "haircut" dispute through an out-of-court settlement.
- Reinstatement of employee benefits, including travel allowances, sports, and gym facilities.
- Addressing occupational health and safety (OHS) concerns.
- Finalisation of retention bonus issue.

The CEO acknowledged the PSA as a strategic stakeholder and noted the five priorities raised. Whilst she committed to consulting her executive team and reverting to the PSA in due course, she did not specify a timeline for doing so, citing her demanding schedule during this transitional period. It was agreed that the PSA would submit a detailed memorandum, outlining broader issues negatively affecting employees, in addition to the five priorities highlighted for the CEO's direct intervention.

The PSA is committed to advocating for members' interests and will continue engaging constructively with the IDC leadership on all matters affecting employees.

Employees interested in joining the PSA are encouraged to visit the PSA's website or contact their nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER