

What's happening at DIRCO - Highlights from special Departmental Chamber meeting

Policies

The employer reported that several policies are still under discussion at the policy task team. Organised labour noted the update. The policies include:

- Review of Foreign Service Training Admission Policy
- Draft HIV, TB, and STI Management Policy
- Revised Travel Policy
- Acceptance of Individual Gifts Policy
- Policy on Other Remunerative Work Outside Employment in the Department
- Policy on Doing Business with the State
- Data Protection Policy

Organisational structure/Repositioning of SA's global presence/ DIRCO rationalisation of foreign missions

The employer reported that the final organisational structure has been submitted to the Minister. The employer further indicated that parties had agreed to continue discussions in the multilateral meeting to ensure meaningful consultation on the matter. Organised labour noted the submission and emphasised the need to expedite the consultation process in order for the organisational structure to be finalised without unnecessary delays. Organised labour further requested clarity regarding the status of the structure in light of the employer's indication that it had been finalised. In response, the employer clarified that the structure remains open for further discussion and that inputs from organised labour will be considered and incorporated in the final organisational structure.

Regulations: *Foreign Service Act*

The employer indicated that the Office of the COO was unavailable to provide a report on the matter owing to other pressing departmental commitments. Organised labour expressed concern that this was the second consecutive meeting where the Office of the COO had failed to attend the Chamber and

report on the matter. Labour further emphasised that the matter requires urgent attention and that such conduct by the responsible officials should not be tolerated.

Update on postings

The employer reported that the nomination process for the June 2026-posting cycle had been successfully completed and that letters confirming nominations would be issued in due course. The employer further indicated that nominated officials were currently undergoing placement training. Organised labour noted the report and reiterated the importance of commencing the placement process at least six months in advance, in line with the applicable policy provisions.

Challenges with email communication to members in DIRCO

The PSA reported that it had recently observed that emails sent to the Union's members in the Department were being blocked. The PSA indicated that this limitation negatively affects the Union's ability to communicate with members and restricts access to critical information relating to labour matters, organisational developments, and employees' rights. The PSA further indicated that several attempts had been made to engage the employer in resolving the matter, but no response had been received from the employer. In response, the employer undertook to immediately investigate the cause of the problem and to work collaboratively with the PSA to resolve the matter. The employer further confirmed that the PSA should have full access to communicate with the Union's members.

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.

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