

FOR PSA MEMBERS: DEPARTMENT OF INTERNATIONAL RELATIONS AND COOPERATION
(DIRCO)

09-03-2026

Feedback: DIRCO special Departmental Chamber Meeting

Policies

The employer tabled the **Data Protection Policy** and indicated that it is based on the *Protection of Personal Information Act of 2013 (POPIA)*. The employer further stated that the policy will regulate the manner in which personal information is processed and protected in the Department. It was proposed that the policy be deferred to the policy task team (PTT) for further discussion and consultation. Organised labour noted the employer's tabling of the policy and agreed to defer the policy to the PTT for further engagement. As part of the consultation process, members are encouraged to peruse the *attached* draft policy and send their inputs by no later than **17 March 2026** to the PSA Chairperson at bradleyg@dirco.gov.za or PSA Chief Negotiator at tebogo.sono@psa.co.za.

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

The employer reported that discussions with the Department of Public Service and Administration (DPSA) and National Treasury are still ongoing. It was further indicated that the budget for the proposed structure is yet to be confirmed. Organised labour noted the submission and enquired which organisational structure was being utilised for newly advertised positions. Management responded that the current approved structure was being applied. Management committed to providing a further update and to continue consulting with organised labour once the DPSA and National Treasury have reached a decision.

Regulations of Foreign Service Act

The employer did not provide a report on this matter and indicating that the official tasked with reporting was unavailable. Organised labour raised concern that the employer representatives must treat the DBC with the necessary seriousness, as matters discussed impact on members and the overall operations of the Department.

Implementation of special leave agreement (GPSSBC Resolution 2/2024) and Full-Time Shop steward agreement (GPSSBC Resolution 3/2024)

Parties to the Chamber confirmed that there were currently no issues regarding the implementation of the resolutions. It was further agreed that the matter will remain on the agenda for reporting and monitoring purposes.

Update on postings

The employer indicated that the report submitted at the previous DBC that there would be no postings in June 2026 was incorrect. Management clarified that officials returning from foreign missions will be replaced and that funding for these replacements has been confirmed. Organised labour noted the employer's report and emphasized that the placement process should commence six months prior, in accordance with the provision of the applicable policy.

Distorted mandate of labour relations in organisation, resulting in toxic work environment where workers operate in fear and paranoia

Parties agreed to defer this matter to a multilateral meeting in due course.

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