



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

21-10-2026

Feedback: DIRCO Departmental Bargaining Chamber (DBC) meeting

Organisational structure/Repositioning of South Africa's global presence/Rationalisation of Foreign Missions

The employer reported that a dedicated committee had been established, as agreed at the previous DBC meeting, to comprehensively address the organisational structure and related outstanding issues. A progress report will be presented to the DBC once the committee has completed its work. Organised labour noted the report but raised concern about the slow pace of the process and emphasised the need for clear timelines to expedite finalisation. Labour also sought clarity on the communication from the Director-General's office regarding the review of the structure. The employer clarified that the communication and the decision of the Director-General's Forum (DGF) were intended to accelerate the process and address longstanding delays.

Regulations: Foreign Service Act

The employer requested that discussion of the matter be deferred owing to the absence of the acting Chief Operating Officer, who was responsible for providing feedback. Organised labour had no objection. The matter remains on the agenda for the next DBC meeting.

Update: Postings

The employer reported that there had been no changes since the previous DBC update. Organised labour noted the report and acknowledged the progress made by the placement section in managing the process in accordance with the applicable policy. Labour raised concern about understaffing in the transfer section and called for urgent measures to strengthen capacity and ensure that timelines are met. The employer committed to engaging the relevant directorate to address capacity gaps.

Review: Foreign Service Training Admissions Policy

Organised labour indicated that the Policy required further engagement with the Policy Task Team (PTT), as disagreements remained regarding certain amendments. Labour also raised concern about the Diplomatic Academy's approach to training and emphasised the importance of recognising employee

potential and identifying and developing talent in the Department. The employer confirmed that the Policy had been discussed at the PTT meeting on 23 September 2026 and remained under consideration. Further engagements will take place at the PTT, with progress to be reported to the DBC.

Amended Working Hours and Overtime Policy

The employer reported that the Policy was discussed at the PTT meeting on 23 September 2026 but had not been finalised. A follow-up PTT meeting will be convened to continue engagements and seek to finalise the policy. Organised labour noted the report. The matter remains on the DBC agenda.

Policies

The employer reported that engagements on the following Policies, including the annexures to the Revised Travel Policy, had been concluded at the PTT meeting on 23 September 2026:

- Draft HIV, TB, and STIs Management Policy.
- Revised Travel Policy.
- Acceptance of Individual Gift Policy.
- Policy on Other Remunerative Work Outside Employees' Employment in the Department.
- Policy on Doing Business with the State.
- Disclosure of Financial Interest Policy.
- Data Protection Policy.

Organised labour supported the endorsement of these Policies.

Departmental Placement Policy

The employer reported that the Policy was discussed at the PTT meeting on 23 September 2026 but had not been finalised. Organised labour noted the report. Engagements on the Policy are ongoing at the PTT.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Offices.

Reuben Maleka
GENERAL SECRETARY