



FOR PSA MEMBERS: **DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION (DTIC)**

02-03-2026

Feedback: DTIC DBC meeting - 26 February 2026

Fit for purpose and re-assignments

Following the NMOG process, the employer indicated that a need existed to review the current organisational structure. It reported that internal consultation on the proposed structure was currently taking place with Branches and labour would still be consulted. Labour at previous meetings raised various concerns regarding the lack of consultation taking place, whilst the process was reaching an advanced stage. Labour further demanded that the employer must provide it with all the relevant information by no later than 6 March 2026. The employer undertook to consult with its principals and provide labour with feedback on its concerns and the required documentation. A special Chamber will be convened after the EXCO meeting.

Presentation: Automated performance agreement template and exits

The employer tabled a presentation that reflected the data as captured by the system. It also presented a report on the exits of employees from the DTIC. It was noted that the reason for leaving owing to unfair treatment (including victimisation, *etc.*) was the second highest reason for exits. Labour requested the employer to provide it with a report on the number of grievances registered, resolved, and if this was centered around a specific unit. Labour also requested the employer to indicate in the report how and if consequence management was applied at the next meeting.

Report: Funded and vacant positions

The employer will table a report at the next meeting as the information will only be updated on 2 March 2026.

Remote (Hybrid) Working Policy

The employer previously circulated a draft Hybrid Working Policy for consultation. The policy is still subjected to the consultation process at task team level, and the employer will arrange for the follow-up session.

Proposed DTIC relocation from current building to another owing to planned refurbishment

The employer provided an updated report on the refurbishment project. It was reported that it was currently at 58% completion in Block B with the anticipated date for occupation and relocation being 2

June 2026. The entire project is due to be completed in 2028. The project progress is monitored by *Rainprop* and the Director-General. The employer will table regular progress reports and inspection reports through the Occupational Health and Safety Committee to the Chamber.

Pool for foreign economic representatives (FER) v old-order recycling

Labour previously proposed that the employer should avoid recycling the same employees for placement and should create a pool of trained candidates to select from. The employer reported that a policy was in the process of being developed and was currently subjected to internal consultation and mandating. Once the draft is ready for engagement it will be tabled at the DBC for consultation with labour.

Uniform roll-out

The PSA raised that it has been inundated with enquiries on when the employer will provide employees with uniforms. Members also raised that previously the policy was changed by the employer unilaterally, where at first members were permitted to purchase their own uniforms and provide proof of purchase where now, the employer issues a tender for such procurement. The actual policy and its status is therefore unknown, and members enquire on whether they will be reimbursed for uniforms purchased. The employer was also requested to provide the PSA with a copy of the current policy.

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

Reuben Maleka
GENERAL MANAGER