



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

28-04-2026

Feedback: DTIC DBC meeting - 23 April 2026

Fit for purpose and re-assignments

As previously reported, a need was identified following the NMOG process to review the organisational structure. The consultation process with labour has not yet commenced as the employer was still engaged in its internal consultative processes. After various concerns was raised with the employer on the implication of the non-consultation with labour, parties agreed to have a Special Chamber meeting. The employer undertook to circulate all the applicable documentation through the Chamber Secretariat and labour will be engaged on the date for the meeting.

Presentation on automated performance agreement template and exits / report on funded and vacant positions

A report was tabled on the filling of vacancies within DTIC. Unfortunately, the report did not reflect the required information from labour on the number of exits anticipated as a result of the Early Retirement Process and the plan to fill those vacancies, through the employment of youth. A detailed report will be tabled at the next meeting.

Remote (Hybrid) working policy

The employer previously circulated a draft Hybrid Working Policy for consultation. After input was received and some accommodated the employer proceeded to submit the policy for approval despite not having provided labour with the final policy and the reasons for input not accommodated. The employer was reminded that the task team does not have the authority to approve a policy which requires the adoption at Chamber level. Labour will provide its final input to the employer, once the amended policy is tabled, after which it can be subjected for approval.

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

The employer provided an update on the progress made and it was noted that it is work in progress.

Pool for Foreign Economic Representatives (FER) v old order recycling

Based on the previous concerns raised by labour, it became necessary to develop a policy to regulate FER placements. The employer reported that they will consult on the draft policy at the next meeting.

Uniform roll-out

The employer could not provide an update on when uniforms will be provided at the meeting as the representative was not available at the time the item was discussed. The PSA has submitted to the employer its enquiries in writing and will update members as soon as a response is received.

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