

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

03-03-2025

## Feedback: DTIC Departmental Bargaining Chamber)

### OHS compliance

The employer presented an overview report on the state of mental health in the DTIC, stating that it provides the following services:

- Psychoeducation
- Trauma debriefing
- Initiating intervention processes
- Referral to Employee Relations and Organised Labour
- Support for affected employees
- Proactive walkabouts
- Weekly identification of challenges and counselling

Organised labour noted the report but indicated that it lacked statistical data to substantiate these claims. It was requested that future reports should include relevant statistics and be provided in advance. The employer committed to presenting a detailed, data-backed report at the next Chamber meeting.

### Fit-for-purpose and re-assignments

The employer reported that out of 127 assignments, 126 have been finalised. A comprehensive report will be shared at the special DBC scheduled for 28 March 2025. Organised labour requested inclusion in reassignment interviews for transparency, which the employer agreed to.

### Grievances

The employer provided the following grievance statistics:

- Unfair Labour Practice: 1 (related to management and leadership style)
- Performance Management: 1
- Temporary Incapacity Leave: 2
- Job Evaluation: 1

### Exit trends interviews

The employer presented exit interview findings:

- Career Development: 7
- Working Environment: 1
- Personal Aspiration: 1
- Other (retirement, relocation, personal reasons): 2

The employer found no correlation between grievances and exit trends, attributing most departures to personal reasons. The PSA expressed concern over the vacancy rate, as 13 employees have left, and requested the employer's plan to fill these positions. The employer indicated that all critical vacancies have been identified, funding from National Treasury has been confirmed, and recruitment will commence once DPSA concurrence is obtained. The PSA noted the report and committed to monitoring the process closely.

### GPSSBC Resolution 5/2014: Recognition of improved qualification

The employer confirmed that all qualifications submitted by the PSA have been incorporated into the policy and requested that organised labour submit additional qualifications by 3 March 2025 to finalise the draft policy before submission to the DPSA.

### Report: Vacant and funded positions

The employer reported that the Director-General recruitment process is near completion, with an appointment to be made soon. Additionally, three Deputy Directors-General positions will be advertised within the financial year. At the PSA's insistence, the employer committed to providing a written report by 3 March 2025.

### Working Hours and Remote Working Policies

The employer announced the withdrawal of the draft Working Hours and Remote Working policies, indicating its intention to incorporate these into a comprehensive Human Resource Policy. The PSA requested a year-long schedule of Policy Task Team meetings, which the employer agreed to provide.

### Parking at DTIC

The employer reported that the *Softcon* Access Control system remains non-functional owing to low employee participation in card verification (50% instead of the required 90%). The system will be fully implemented after the 15 March 2025 deadline, and employees are encouraged to verify their access cards. The employer also noted that 139 parking spaces remain available at Katanga and additional spaces at Sunnyside Mall. Organised labour acknowledged the challenges presented.

### Insourcing of *Rainprop* functions

The employer stated that the functions performed by *Rainprop* involve private employees not part of the DTIC establishment and proposed removing the matter from the agenda. Organised labour objected, arguing that the outsourced functions fall within the DTIC's responsibilities, and that outsourcing was done without consultation. The PSA emphasized that insourcing would ensure value for money and job security whilst preventing possible financial misconduct. The employer agreed to provide relevant documents for further discussion at the special Chamber meeting on 28 March 2025.

### **Procurement: Upgraded cell phones**

Organised labour reiterated its request for upgraded cell phones owing to performance issues affecting service delivery. The employer advised that affected employees should submit motivations to their managers or the IT section. The PSA committed to submitting such information by 3 March 2025.

### **Leave credit deduction without consultation**

The employer stated that it had not received the requested information from organised labour regarding affected employees. The PSA requested an extension and committed to submitting the necessary details by 3 March 2025.

### **Relocation owing to DTIC campus refurbishment**

The employer acknowledged relocation challenges owing to the ongoing refurbishment of the 21-year-old DTIC campus. A request has been sent to the Minister for approval to allow affected employees to work from home, with a response pending. The PSA argued that this issue falls within the DBC's mandate, not the Minister's, and warned that failure to grant remote work authorisation may lead to the PSA requiring intervention from the Department of Employment and Labour to assess OHS compliance.

### **Policy on Prevention and Elimination of Harassment in the Workplace**

The policy was tabled at the DBC and will be discussed in a future Policy Task Team meeting. It was attached for noting, as it applies to the entire public sector.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

Reuben Maleka  
**GENERAL MANAGER**