



FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION (IDC)**

07-03-2025

Feedback: IDC Relationship by Objective session

A Relationship by Objective (RBO) session was facilitated by independent external facilitators to assist the PSA and the IDC management on reflecting on their relationship and addressing key concerns. The facilitators began by revisiting the issues raised in 2022 and 2024 RBO sessions and assessing progress made. It became evident that whilst some matters remain ongoing, little progress has been achieved in certain areas. As part of the process, participants were asked to anonymously assess the relationship between parties on a scale of one to ten, with one representing a highly negative perception and ten representing an excellent perception. The results reflected an average rating of 3.8, indicating a need for significant improvement. At the conclusion of the session, both parties independently outlined priority areas requiring attention to improve relations and foster labour peace at IDC.

Management's priorities

- Enhancing communication between parties.
- Ensuring accountability from all stakeholders.
- Fostering collaboration between the PSA and management.

PSA's priorities

- Recognition and incentivisation of employees' performance and hard work for 2023/24, with incentives to be implemented by 15 April 2025.
- Resolution of the 10% "haircut" dispute through an out-of-court settlement, with payment finalised by 30 April 2025.
- Reinstatement of all employee benefits (e.g., travel allowances, sports, gym) by 31 May 2025.
- Occupational health and safety (OHS) issues to be addressed within 14 days.
- Clarification of retention bonus criteria by 31 March 2025.

Both parties acknowledged the need to strengthen their relationship. The employer committed to escalating the PSA's concerns as a priority to its principals.

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