

FOR PSA MEMBERS: NATIONAL TREASURY (NT)

15-02-2024

Feedback: Departmental Bargaining Chamber (DBC) meeting - 13 February 2024

New office accommodation

The employer indicated that it submitted its needs analysis two weeks ago to the Department of Public Works and Infrastructure (DPWI), which is responsible for sourcing accommodation or office space. It further indicated that it anticipates the tender process regarding this matter to be finalised by the end of March 2024. The PSA raised concerns that the employer has not fulfilled its commitment made in the last DBC to provide details of the relocation to the new building. The PSA demanded to be part of the relocation team to ensure that members' rights and interests are protected. The employer agreed to include labour in the relocation team at the appropriate time.

PMDS 2022/23

The employer reported that *ad-hoc* cases that were outstanding, *i.e.*, people being on maternity leave, secondments, *etc.*, have been finalised and that a submission is en route to the Director-General for approval. The PSA enquired if those employees would not be prejudiced because the deadline for the finalisation of performance assessments has passed. The PSA further enquired about the actual date the employees can expect payment of pay progression. The employer responded that all those employees would not be prejudiced because the employer engaged the DPSA to inform it about the individual circumstances of those employees. The employer also indicated that it is not able to state when the employees will receive payment for the pay progression but gave the assurance that it will be done before the end of the current financial year (31 March 2024).

Organisational structure audit and review

The employer indicated that it is still busy with internal processes and will revert to labour when it has concluded its internal processes. The PSA raised grave concerns that the consultation was not meaningful. The structure is *attached* for ease of reference. Members who wish to make inputs must submit these to Chris Kruger at: Kruger@treasury.gov.za by **21 February 2024**.

Migration framework

The matter was discussed simultaneously with the item on organisational structure audit review. The framework is *attached* for ease of reference. Members who wish to make inputs must submit these to Chris Kruger at: Kruger@treasury.gov.za by **21 February 2024**.

Policies

The employer tabled the below-stated policies for consultation. Parties agreed to engage in a task for further engagements. The policies are *attached* for ease of reference. Members who wish to make inputs must submit these to Chris Kruger at: Kruger@treasury.gov.za by **28 February 2024**.

Language policy

The purpose of the policy is to promote the use of all official languages in communications developed by the National Treasury.

Employee relations guidelines

The purpose of the guidelines is to provide a uniform approach in the National Treasury on how to deal with employee-relations matters in light of the regulatory framework.

Job evaluation policy

The purpose of this policy is to ensure the effective implementation of organisational structure to gain the confidence of stakeholders in the organisational design and job evaluation processes.

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

Reuben Maleka
GENERAL MANAGER