

## Feedback: Departmental Bargaining Chamber – 5 August 2024

The previous *Informus* edition refers (copy can be obtained from the PSA website at [www.psa.co.za](http://www.psa.co.za) or PSA Provincial Offices).

At the recent meeting, the following agenda items were discussed:

### **New office accommodation for the National Treasury**

The employer reported that the planned site viewing, initially expected to take place in June 2024, was postponed due to operational reasons. A new date for the site viewing will be scheduled, which will also delay the bidding process. The successful bidder is now expected to be announced in September 2024. In the interim, the employer plans to relocate to a temporary site by March 2025. The PSA has noted this report and has requested a roadmap of the process to be shared with the task team. Members will be kept informed about these developments.

### **Review of the organisational structure**

The employer noted that due to the introduction of the 7th Administration, the organisational structure will be submitted to the DPSA as soon as the new Minister of Finance signs off on it. The submission is envisaged to occur by 9 August 2024. The employer committed to updating labour on any progress. The PSA noted this report and urged the employer to expedite the process so that the posts could be advised.

### **Long Service Certification / Rewards and Recognition Policy**

The employer reported that employees who were omitted from receiving their long service and rewards certificates should contact HR. The PSA noted this report and urged the employer to implement the approved Recognition and Rewards policy as expected. The PSA also questioned the criteria used to award the rewards and recognition certificates, requesting a clear interpretation due to inconsistencies in implementation.

### **Policies for Adoption**

The employer reported that the National Treasury Language Policy, Employee Relations Guidelines, Organisational Design and Job Evaluation Policy, and Petty Cash Policy were fully consulted with members and their inputs were considered. The policy task team agreed to adopt the draft policies. The PSA confirmed that the draft policies could be adopted.

### Telephone Utilisation Policy

The employer tabled the Telephone Utilisation Policy, which outlines the minimum requirements employees should adhere to when using the Department's telephone facilities. The policy is designed to assist employees with applying these minimum requirements. The PSA noted the tabling of the draft policy and has attached it for members to provide inputs.

### Loss Control Policy

The employer tabled the Loss Control Policy, intended to provide a framework to limit or reduce unnecessary losses and ensure prevention. The policy seeks to ensure compliance with the Asset Management Policy, the Treasury Regulations Chapter 12 on Management of Losses, and the Public Finance Management Act (PFMA). The PSA noted the tabling of the draft policy and has *attached* it for members to provide inputs.

### Dress code guidelines

The employer tabled the dress code guidelines, which outline acceptable business dress code for National Treasury employees. The guidelines aim to introduce a professional standard for public servants' conduct and presentation while ensuring no contraventions to constitutional rights and democratic values of human dignity, equality, and freedom. The PSA noted the tabling of the guidelines and has *attached* them for members to provide inputs.

### Guidelines to manage service delivery during water interruptions in the workplace

The PSA raised concerns about the increasing trend of water interruptions in various National Treasury offices, which pose a threat to service delivery. The PSA advised the employer to develop and approve guidelines to manage service delivery during such interruptions, emphasising the employer's obligation under the Constitution, the *Water Services Act*, and the *Occupational Health and Safety Act* to ensure access to sufficient and safe water. The employer noted the submission and will consult its principals to discuss a draft at the next policy task team meeting.

The *attached* policies and draft guidelines are provided for members to review and provide their inputs. Please send your feedback to [Chris.Kruger@treasury.gov.za](mailto:Chris.Kruger@treasury.gov.za) or [Zamani.Dladla@psa.co.za](mailto:Zamani.Dladla@psa.co.za) **by no later than Wednesday, 14 August 2024.**

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

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