



FOR PSA MEMBERS: KWAZULU-NATAL PROVINCIAL TREASURY

05-03-2025

Feedback: KZN Provincial Treasury Departmental Task Team meeting - 27 February 2025

The PSA was invited to attend the KZN Provincial Treasury Departmental Task Team meeting between management and organised labour on 27 February 2025. In the meeting, management introduced the Hybrid Remote Working Policy as further explained below:

Reasons for developing Hybrid Remote Working Policy

- To provide administrative controls to ensure effective and efficient operations and quality service delivery whilst allowing employees to work remotely.
- It seeks to make the Department a leader in being progressive on working remotely whereby employees may be authorised to work outside their work environment, whilst ensuring accountability and management control.
- The spread of a novel disease has shown that the Department can operate and optimally deliver its services in a cost-effective manner whilst its employees work remotely.
- This policy forms the basis for flexible working arrangements and provides a system to respond, in a cost-effective manner, to other emergencies and risk situations.
- The implementation of the policy provides long term promotion of higher productivity, savings on office space and utilities, officially travelling costs, and costs-of-living for employees and has the potential for employee retention.

The purpose of the policy is to provide parameters and set conditions within which remote work is implemented, managed, and customised to the specific needs of the Department, whilst the objectives are:

- To regulate remote working on the premise of maintaining optimum service delivery.
- To standardise the process and requirements based on which an employee will be allowed to work remotely.
- To guide employees on the levels of ethical, professional, and committed conduct that an employee should exude whilst working remotely.

The policy will apply to all employees as defined in the policy, subject to the requirements outlined in the policy. Furthermore, the Department confirmed that the remote working policy is designed to align with the provincial framework of the Office of the Premier.

The PSA raised the issue of disputes that might arise when employees apply for remote work and supervisors disapprove for various reasons and proposed that dispute handling mechanisms must be incorporated in the policy. The policy further confirms that employees will be entitled to compensation owing to operational injuries whilst working remotely, however, it is not clear as to how this will be implemented in terms of reporting processes.

The PSA is committed to consulting with members and gathering inputs for further engagements on the matter. Members are encouraged to review the *attached* policy and provide inputs by emailing to Nandi Dladla at nandi.dladla@psa.co.za **by no later than 10 March 2025**. Members' feedback is crucial in ensuring that concerns are adequately addressed in upcoming discussions.

For information, please contact Nandi Dladla on 082 880 8903. Employees who want to join the PSA can reach Zweli Msane (Organising/Marketing Officer) on 082 880 8944 / Zweli.Msane@psa.co.za.

Reuben Maleka
GENERAL MANAGER