



FOR PSA MEMBERS: KWAZULU-NATAL PROVINCIAL TREASURY

07-02-2025

Feedback: KwaZulu-Natal Provincial Treasury HR monitoring meeting - 3 February 2025

The PSA was invited to attend the KwaZulu-Natal Provincial Treasury HR Monitoring Committee meeting between management and organised labour on Monday, 3 February 2025. In the meeting, management reported on the following HR-related matters:

Professionalising the Public Service

The employer reported that there is a DPSA Framework for professionalising the public service, indicating recent changes to the recruitment process implemented as of 1 April 2024. Treasury is one of the departments that implemented strategies from the DPSA framework for professionalisation of the public service.

Social media

Employees were sensitised and cautioned about what they are posting on social media. Employers advise their employees to take matters more seriously and to be careful about what they are sharing and putting out for the world to see after hours and on weekends to avoid a negative backlash. The Department is still waiting for guidance from the Office of the Premier. There was a circular shared to all employees cautioning them about social media.

Employment equity

The employer reported that it has reached its target of 5% in the recruitment of women. On people with disabilities, the employer indicated that it is currently on 1.3%, which is lower than the national recruitment target of 2%. It has not been easy to reach this target as a poor response is received from the targeted group. The PSA commended the employer in ensuring that people with disabilities are also considered for employment opportunities and further requested the employer to strive to reach the 2% national target.

HR policies and strategies

The employer indicated that it recently approved amendments on HR policies, *i.e.*, Employee Performance Management Development System (EPMDS), Leave, South African Institute of Chartered Accountants – Training Accounting Program (SAICA-TAP) policies and non-monetary incentive policy. The employer confirmed that employees were informed of the amendments to the mentioned policies.

Human Resources Development

The employer announced there will be upcoming training courses to be rolled out: *i.e.*, Disability Awareness, Presentation Skills, Coaching leadership, SCM, Financial Management, Microsoft Power Platform APP and others. Employees are encouraged to indicate their training needs by completing the forms that will be circulated to them.

For information, please contact Nandi Dladla on 082 880 8903. Employees who want to join the PSA can reach Zweli Msane on Zweli.Msane@psa.co.za.

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GENERAL MANAGER