



FOR PSA MEMBERS: DEPARTMENT OF NATIONAL TREASURY

06-02-2025

Feedback: National Treasury Facilitation Report

GPSSBC Facilitation Report- Recognition and Rewards Policy

Members were previously informed through an *Informus* issued in October 2024 that the PSA had deadlocked with National Treasury in respect of Clause 3.7 of the approved Recognition and Rewards Policy since the employer was renegeing and showed no appetite to implement the policy. For members convenience clause 3.7 reads as follows:

3.7 Long Service Awards

- 3.7.1** *An employee qualifies for a long-service award if they have served uninterruptedly as a permanent employee of National Treasury for an uninterrupted period of 5 years and more.*
- 3.7.2** *Service with any other government departments or organ of state shall not be considered for this purpose, this will be dealt with in line with the DPSA Directive on Long Service Recognition in the Public Service.*
- 3.7.3** *The calculations of period of service for which the award is granted shall commence on the date of employment with the National Treasury.*
- 3.7.4** *The National Treasury long service awards will be one-week basic salary for every full year of service with a minimum of R15 000 and not exceeding R100 000.*
- 3.7.5** *The National Treasury long service award will be awarded on a frequency of five years' service and on the anniversary thereof. The amount to be paid will be calculated on the employee's salary on the 5-year anniversary.*
- 3.7.6** *Upon the death of an employee who qualifies for a long service award, the award will be paid to the employee's beneficiaries.*

During the GPSSBC facilitation, the PSA argued that since the policy was approved in November 2023, the employer has shown no appetite to implement it, in particular, clause 3.7. This is even though several employees in National Treasury have long completed five years in service and were eligible to benefit. In response, the employer argued that the policy was approved in error as there is an existing DPSA Long Service Recognition that rewards employees with cash when they complete 20, 30, and 40 years in service.

The PSA further argued that when the policy was approved by an autonomous National Treasury, it created a legitimate expectation to employees, and it became an added benefit that should not be taken away unilaterally. The DPSA Long Service recognition system has not closed the door for departments to implement their own recognition systems to reward and retain employees.

The facilitation failed as parties were far apart from each other's positions and the PSA indicated that its members reserve the right to file for a dispute if the employer is not implementing clause 3.7 of the Recognition and Rewards Policy.

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.

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