



FOR PSA MEMBERS: DEPARTMENT OF NATIONAL TREASURY (NT)

14-02-2025

Feedback: NT Departmental Bargaining Chamber – 13 February 2025

Members are being informed of the deliberations and resolutions taken at the DBC held on Thursday, 13 February 2025.

New office accommodation for NT

The employer reported that members of the DBC are also on the Movement Committee and indicated that the Department of Public Works and Infrastructure did not get any positive results from its second tender process, leading to the invoking of the direct negotiation process. The decision was taken to cancel the lease effective from 31 March 2025. The process of moving out has started, and a plan is in place to identify employees who must be physically present at 240 Church Square, whilst the rest will work from home with the necessary tools of trade. The PSA enquired about the number of employees who need to report to the office and whether there is sufficient accommodation for them. The employer responded that the number of employees requiring space does not exceed the available space. Labour, however, raised concerns that conditions at 240 Church Square (1st Floor) are unbearable and cannot support employee relocation. The employer acknowledged long-standing OHS non-compliance issues but stated that these are addressed on a day-to-day basis. The PSA emphasised that relocating employees to such conditions contradicts section 8 of the *OHS Act* and warned that, should relocation proceed, it will invoke dispute resolution mechanisms and involve the Department of Employment and Labour for a full building inspection. The employer committed to providing a supplementary report on the matter and assured organised labour that employees will not be subjected to unbearable conditions.

Guidelines: Manage service delivery during water interruptions in the workplace

The employer indicated that this issue remains with the task team, especially considering the ongoing relocation process. The PSA highlighted that the draft guidelines are necessary owing to South Africa's water scarcity and the potential for workplace disruptions. The PSA proposed these guidelines to ensure measures are in place to minimise service delivery disruptions and clarify responsibilities when those measures fail. The matter will be further deliberated in the task team.

Update: Organisational Structure Review

The employer reported that a Director-General to Director-General (NT and DPSA) meeting took place in November 2024 regarding approval and DPSA concurrence on the reviewed structure. The Minister of

the DPSA responded with a 99% concurrence. The matter will now be escalated to the Minister of NT for final approval, after which it will be shared with DBC members. Labour acknowledged the report and appreciated the employer's commitment to sharing the approved structure. The PSA, however, raised concerns about the reported reassignment of duties by some managers, which is deemed unacceptable. The employer requested the PSA to provide details by close of business on Friday, 14 February 2025.

Telephone Utilisation Policy, Loss Control Policy, Guidelines to Dress Code, and Smoking Policy

The employer reported that owing to competing priorities, the Departmental Task Team (DTT) was unable to meet to discuss the above-mentioned policies but will now meet monthly to deliberate on these. Organised labour noted this commitment and agreed to participate.

Inconsistent payment: R500 data claims

The PSA raised concerns about the inconsistent application of the R500 data claims and proposed its incorporation in the Telephone Utilisation Policy. The employer acknowledged this and agreed to investigate tax implications before finalising the policy.

Review: Recruitment and Selection Policy

Organised labour requested that the policy be amended to grant observer status to any recognised union to ensure fairness and transparency. The employer expressed openness to reviewing the policy despite its recent adoption.

Review: Learning and Development Policy

Organised labour called for a centralised bursary budget to allow equitable access across sections. The employer responded that 4% of the total budget is allocated to learning and development, with 50% reserved for bursaries. The employer confirmed that unused funds could be reallocated as needed and agreed to further discussions in a bilateral meeting.

Employees who wish 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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GENERAL MANAGER