

MEDIA RELEASE	PSA demands urgent intervention at National Lotteries Commission against corruption, maladministration, and poor management
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Members of the Public Servants Association (PSA) marched to the Department of Trade, Industry and Competition (DTIC) on 7 May 2025 to present a memorandum of demand based on the treatment of employees at the National Lotteries Commission (NLC).

NLC employees are working in an uncondusive and oppressive environment as the management and board failed to ensure efficiency and governance. This situation has left employees frustrated and is affecting NLC operations and the wellbeing of employees. Questionable appointments at management level and a self-serving board perpetuate organisational inefficiency and governance failures leading to financial mismanagement. Employees raised concerns regarding the current funding model, which prioritises established organisations at the expense of disadvantaged and vulnerable communities. The NLC prematurely and without proper capacitation of employees, introduced an online system, which has presented technical challenges that hamper funding processes. Delays in the appointment of a lottery operator pose a serious threat to the NLC's sustainability. The NLC spends money at will as there are inadequate control measures, threatening its sustainability.

The PSA is perplexed that the NLC does not have an approved organisational structure that can be costed, yet continues with arbitrary appointments bloating the workforce, increasing inefficiencies and the cost of employees. Acting appointments and secondments are weaponised, fostering favouritism and causing instability in the NLC. Contractors are absorbed without fair, transparent process as there is no competitive recruitment process. Integrity testing and lifestyle audits are undertaken as witch-hunt endeavours to silence those threatening the *status quo*. The inconsistent application of policies and rules seems to be order of the day. In addition, bonuses are paid in terms of management discretion with no clear performance standards. As a result, employees have not received bonuses since 2018.

The lack of governance and poor management have adversely affected the NLC's performance. Employees are made redundant whilst their work is performed by consultants, resulting in wasteful expenditure. Although the policy provides that employees should conclude annual performance agreements, some employees have not done so for the past two years, owing to the attitude of some managers and with no consequence management. Employees are victimised for opposing an oppressive management. Disciplining of employees is inconsistent as some are protected by management whilst others are harshly dealt with.

The PSA awaits the Minister of Trade and Industry's responses to the demands within 14 days as there is an urgent need to address challenges at the NLC in the interest of vulnerable and needy communities. There is no room for abuse of power in the employment space, particularly from those who are expected to protect the

public purse and ensure that critical organisations such as the NLC serve the interests of South Africans. NLC employees will not be silenced or threatened as they are resolute to oppose draconian rules and intimidation.

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