

FOR PSA MEMBERS: **NATIONAL LOTTERIES COMMISSION (NLC)**

08-08-2023

Feedback: Special Bargaining Forum meeting – 4 August 2023

Modernisation/change management exercise

The employer informed the PSA that it has procured the services of an outside service provider to facilitate this process. It has appointed Andre Kritzinger on a one-year contract for this exercise. The employer requested that Andre Kritzinger be invited to the meeting to provide a brief on the exercise and what it entails. The PSA had no objection to this request. Andre did an in-depth session of the process to be followed and the envisaged outcome. The PSA raised many questions and concerns. Andre was able to give answers that were accepted by the PSA. This exercise will be done in consultation with all employees. Andre indicated that at any time any employee is welcome to visit his office and raise concerns or partake in the process.

Policies under review

The PSA raised a concern that the employer has already tabled the Performance Management Policy, Short-Term Incentive Policy and the Fleet Management Policy to the Board for approval. However, the Board has requested that the employer must first engage labour and request their inputs before the draft revised policy be submitted to the Board. The employer confirmed that these policies were indeed presented to the Board and the Board has requested that labour must be involved in this process. The employer will now forward these policies to the PSA. Upon receipt of the policies, the PSA will engage with members and request their inputs for incorporation and consideration.

Owing to time constraints, the other agenda items could not be discussed, and a follow-up meeting will be held.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za or contact the PSA Provincial Office.

GENERAL MANAGER