

FOR PSA MEMBERS: **NATIONAL TREASURY (NT)**

26-10-2023

## Feedback: Departmental Bargaining Chamber meeting - 24 October 2023

### **Working conditions: 40 Church Square Building**

The employer reported that the Executive Committee has made a significant decision regarding working conditions at the 40 Church Square Building. Instead of opting for renovations at the current location, the employer has decided to relocate employees to another building. The employer further reported that this decision was made because renovating the existing structure is not cost-effective. The employer believes that moving to a new building will offer a more sustainable solution to the workplace needs. The employer submitted that it would provide more detailed information in the upcoming DBC. The PSA noted the submission and expressed concerns about the consistency of information presented in the meetings with updates and resolutions from previous meetings. Furthermore, the PSA expressed concern about the need for meaningful consultation before relocation to the new building takes place.

### **Policies (harassment policy; transport policy; parking policy; information sensitivity policy; protection of personal information framework)**

The employer indicated that it has received inputs from the PSA on all the policies and that a task team meeting will be arranged for engagement or consultation on inputs received. The PSA noted the submission by the employer.

### **PMDS 2022/23**

The PSA enquired whether the employer complied with Circular 35 of 2023 of the DPSA that performance assessments and payment of pay progression be done by 13 October 2023. The employer indicated that it had challenges in meeting the deadline set by the DPSA but is currently busy attending to this matter. The employer further committed to issuing a communique on 27 October 2023 to employees as to when this matter will be finalised.

### **Organisational structure audit and review**

The employer reported that parties (employer and labour) had a bilateral meeting on 5 September 2023 where the employer made a presentation of the project plan with timelines for finalising this project. Furthermore, the employer indicated that the timelines that were presented to labour in the meeting in September have been revised but the finalisation of the project remains on 31 March 2024. The PSA noted the submission by the employer but raised concern that it does not seem like the employer has allocated sufficient time for consultation with labour regarding this matter. The employer assured labour

that it intends consulting with them in due course and shared the revised presentation on the project plan and the migration framework with labour.

### **New policies (SHERQ policy and substance and travel policy)**

The employer tabled the two policies (*attached*) for consultation. Parties agreed to defer this matter to a task team for consultation. Members are requested to submit inputs on the policies to Chris Kruger at [Chris.Kruger@treasury.gov.za](mailto:Chris.Kruger@treasury.gov.za) by **3 November 2023**.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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