



FOR PSA MEMBERS: **NORTHERN CAPE PROVINCIAL TREASURY**

21-11-2025

Update: Labour Management Forum Northern Cape Provincial Treasury

The PSA participated in a scheduled multi-lateral Labour Management Forum engagement with the Provincial Treasury on 18 November 2025. The session examined the employer's proposal regarding a planned festive-season closure of departmental offices and the corresponding impact on employees' leave arrangements. The PSA assessed the proposal in line with members' rights, operational requirements, and established labour practices.

Employer proposal on festive-season closure

The employer confirmed an intention to close all Treasury offices during the upcoming festive period. Employees would be required to utilise their vacation leave to cover the closure. The employer further proposed the allocation of three paid leave days between Christmas and New Year. Members would supplement these days with their own leave, should they choose to extend their break.

Additional concessions presented

In an attempt to strengthen its proposal, the employer introduced an additional day into the arrangement. The revised proposition included 22, 23, 24 December 2025 and 2 January 2026. This adjustment was framed as an incentive to make the overall package more acceptable to labour.

PSA response and rationale

The PSA rejected the proposal after a detailed evaluation of implications for staff. Employees structure their annual leave plans around family obligations, financial considerations, and personal circumstances. Unilateral closure, linked to enforced leave use, would disrupt these plans and disadvantage employees who already confirmed their vacation periods. The proposal shifts administrative risk to employees and undermines the principle of voluntary leave utilisation. The PSA maintained that operational decisions must safeguard employee rights and avoid imposing unnecessary burdens on staff.

Other labour representatives requested additional time to consult their constituencies. Their final positions will be communicated during the next engagement. The follow-up meeting is scheduled for 25 November 2025. The PSA will advise members of all outcomes immediately after the session.

Membership and representation

Public servants seeking effective representation and workplace protection are encouraged to join the Union of Choice. For assistance or to join the PSA and membership enquiries, contact Racquelle Mabindisa, on 063 686 7653 or Mhlanguli Madubela on 082 880 8982.

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