FOR PSA MEMBERS: **KWAZULU-NATAL DEPARTMENT OF SPORT, ARTS, AND CULTURE (DSAC)**

16-11-2026

Feedback: DSAC Special Departmental GPSSBC Task Team Meeting – 9 November 2026

Update: Restructuring process

Management reported that documentation relating to all stages of the Organisational Development (OD) process had been compiled and submitted to the Office of the Premier (OTP) for onward transmission to the Department of Public Service and Administration (DPSA). A meeting between the OTP and the DPSA took place in early November 2026. During the engagement, the DPSA raised the need for job evaluations to be conducted for all newly created posts, together with certain administrative amendments to the proposed organisational structure. One of the proposed amendments includes renaming Research and Language Clerks posts to Language and Research Officers. Management advised that the Department is currently arranging special job-evaluation meetings and developing a management plan to ensure that outstanding processes are completed by the end of November 2026.

The PSA raised concerns regarding employees whose posts are double-parked. Management assured labour that those employees would be catered for in the new organisational structure. Management also indicated that vacant posts in the interim structure, which would not affect the implementation of the new structure, would be filled whilst awaiting finalisation of the restructuring process. The PSA will continue monitoring the process to ensure that members' employment interests are protected and that no employees are unfairly prejudiced by the restructuring.

Taxation: Relocation payments

The PSA raised concerns regarding excessive tax liabilities imposed on employees following relocation payments made in 2025 when the Department relocated its offices. Members will recall that employees were given the option of receiving a once-off lump-sum relocation payment instead of benefits provided for under the Relocation and Resettlement Policy. After negotiations at the Departmental Task Team (DTT) and the Provincial GPSSBC Chamber, an agreement was reached for the payment of a non-taxable lump sum. Following the excessive tax liabilities imposed on employees, affected employees approached their respective unions for assistance and intervention. A meeting was subsequently convened between management, employees, and union representatives to address the matter. During this engagement, management agreed to settle the outstanding tax debts on behalf of affected

employees whilst awaiting further engagement with SARS. Pursuant to this undertaking, a meeting involving SARS, management, and union representatives was held on 30 October 2026. During the meeting, SARS advised that any lump-sum payment made by the Department to settle the employees' tax debts would itself be subject to taxation. SARS further indicated that a tax directive should have been obtained before the original relocation payments were processed. Management undertook to escalate the matter to the Head of Department and await further direction on the way forward.

Members will be updated on developments.

Employees who would like to join the PSA, can reach Organising/Marketing Officers: Zweli Msane - 082 880 8944 / *Zweli.Msane@psa.co.za* and Nkosephayo Zulu - 082 880 8994 / *Nkosephayo.Zulu@psa.co.za*.

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GENERAL SECRETARY