



FOR PSA MEMBERS: **NATIONAL LIBRARY OF SOUTH AFRICA (NLSA)**

05-10-2026

What's happening at NLSA?

The employer tabled the following policies for consultation and engagement, with an opportunity for labour to provide inputs and raise concerns on the proposed provisions:

Work-Based Learning and Development (Internship) Policy

The policy provides guidelines for implementing the Work-Based Learning and Development Programme, with the aim of providing youth with meaningful and enriching internship opportunities. It seeks to develop a pool of suitably qualified candidates for potential future employment at the NLSA, with particular emphasis on candidates from designated groups. The policy applies to unemployed youth, graduates, students, and other eligible participants in Work-Based Learning and Development Programmes hosted by the NLSA, whether directly appointed by the NLSA or placed through an approved external placement, funding, or training organisation.

Performance Management Policy

The policy aims to improve organisational and individual performance whilst clarifying individual and team performance requirements, standards, and expectations. The policy further seeks to align individual and team objectives with those of a Department and the Organisation. The policy applies to all NLSA employees.

Remuneration and Benefits Policy

The policy establishes a fair, transparent, and financially sustainable remuneration framework for NLSA employees. It provides for the lawful management of the NLSA's two remuneration regimes, with common governance principles applying to both. It rather establishes flexible retirement arrangements that recognise employees' different retirement planning needs, subject to a standard maximum contribution and the rules of the approved retirement fund. The policy applies to all permanent and fixed-term employees of the NLSA, including Executive Management, unless a specific employment contract, collective agreement or law provides otherwise.

Training and Development Policy

The objective of the policy is to develop a competent workforce in the NLSA to deliver its strategic objectives, train and retain employees through granting formal training and bursaries, align the NLSA's strategic objectives with employees' career paths, and to effect transformation and improved service

delivery through training and development of employees. The policy applies to all employees of the NLSA except employees on fixed-term contracts of less than three months.

As part of consultation, members are encouraged to peruse the *attached* draft policies and provide inputs and comments to Laddy.Mckechnie@nlsa.ac.za or Richard.nkadiment@nlsa.ac.za on or before **7 October 2026**.

To join the PSA, please visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL SECRETARY