

Feedback: NT Departmental Bargaining Chamber - 4 March 2026

New office accommodation for National Treasury

Members are aware that the National Treasury Buildings are being renovated and that some employees were relocated to SITA Centurion. The employer in reporting progress indicated that the plan for the occupation of new offices at Riverpark in Ashley Gardens, which was supposed to be on 1 March 2026, will be rescheduled, since there was work stoppage owing to a payment dispute between the contractor and the Department of Public Works and Infrastructure, which was only processed on 27 February 2026. The new occupation date will be redetermined and announced. The PSA noted the presentation and remains ready to engage on the matter.

Update: Organisational structure review

In August 2025, the employer confirmed that the approved structure will be implemented on 1 October 2025. During the DBC, the employer reported that:

- Placement letters have been issued as of 5 February 2026. Employees were required to acknowledge receipt of their letters and submit to their respective Human Resource Business Partner (HRBP). Any queries or concerns regarding placements must be submitted in writing as directed on the placement letter.
- Consultations are ongoing with affected employees to finalise placement (Mostly Operational Support Management (OSM) and some Senior Management Service (SMS)).
- Employees and business units not affected by changes in reporting lines must effect placement immediately, as no transitional adjustments are required.
- For employees and business units affected by changes in reporting lines, business units have been advised to initiate and/or finalise the migration process (where not already implemented).
- This includes ensuring that Operational Plans (e.g., Chief Directorate Operational Plan (CDOPs) are updated to reflect new reporting structures and employee performance contracts are aligned with revised reporting lines and duties.
- All changes to reporting lines, including updates to CDOPs and employee contracts, must be finalised and fully implemented by 1 April 2026 to align with the new financial year.

The PSA noted the progress presentation and emphasised that it will engage the employer as and when members raise concerns.

Policies at Departmental Task Team

The employer reported that the Telephone Utilisation Policy, Loss Control Policy, Guidelines to manage service delivery during water interruptions in the workplace, Guidelines to the Dress Code, Review of Recruitment and Selection Policy, Review of the Learning and Development Policy, and Smoking Policy were still at the Departmental Task Team (DTT) subjected to the consultation process. At the insistence of the PSA, it was agreed that a date in March 2026 should be set aside to deal with these at the DTT. The employer will thus set a date for March 2026.

Inconsistent payment of R500 data claims

The PSA had previously requested that data claims be incorporated into the Telephone Utilisation Policy, as this issue will continue coming up, and the employer indicated that it was still in the internal process of consultation. The employer reported that it would be discussed at the DTT, which was welcomed by the PSA.

Alleged NDDP functions from National Treasury to DBSA, DPWI and/or COGTA

In the last special Joint DBC of the NT and Government Technical Advisory Council, the employer confirmed that some functions will be performed in collaboration with the Development Bank of South Africa but disputed that any change to the terms and conditions of employment would be made. The employer requested indulgence for a special DBC where its principals will be available to address. The PSA agreed.

Tabling: Draft Standard Operating Procedures, Guides and Frameworks

The employer tabled the following Draft Standard Operating Procedures, Guides and Frameworks for consultation:

Standard Operating Procedure on Management of Other Remunerative Work Outside the Public Service (ORW SOP)

This SOP will serve to ensure operational effectiveness of the Anti-Corruption and Ethics Management Policy on the management of RWOPS by processing all applications efficiently and in compliance with relevant directives and guidelines.

Standard Operating Procedure on Management of Gifts (Gift SOP)

The purpose of this Standard Operating Procedure (SOP) is to provide operational effectiveness to the provisions of the Anti-Corruption and Ethics Management Policy on the management of gifts, promote ethical behaviour, and clarify the concepts “gift” and “gratification”.

Corruption Case Management Framework

This Framework will aim to streamline and document case management processes by standardising and centralising the overall approach to handling cases reported to NT in accordance with requirements of the *Public Service Act*, the Public Service Regulations, and other prevailing prescripts or guidelines.

Guide on Management of Conflict of Interest

The Guideline will serve to provide clear steps for handling conflict of interest in decision-making structures within NT and to ensure transparency, fairness, and integrity in the decisions and actions taken by officials. The PSA noted the tabling and urged the employer to urgently set down a date for the DTT to discuss these policies.

Members are requested to peruse the *attached* drafts and submit inputs through the Chairperson at chris.kruger@treasury.gov.za and copy Zamani.Dladla@psa.co.za by **no later than 15 March 2026**.

Employees who have not joined the PSA can visit the PSA's website or contact PSA Provincial Offices.

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