



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

28-07-2026

Feedback: NT Departmental Bargaining Chamber (DBC)

Succession Planning Framework

The PSA represented members at the recent National Treasury DBC meeting, where several matters affecting employees were discussed. The employer tabled a proposed Succession Planning Framework aimed at creating a structured approach to identifying and developing internal talent for critical positions in the Department. Whilst the PSA welcomed the principle of succession planning, the Union raised concerns about the growing practice of circulating policies outside established bargaining structures and insisted that proper consultation processes be followed. Following discussions, parties agreed to refer the framework to the Departmental Task Team for further engagement and analysis before any final decisions are taken.

IFISA and NDPP functional arrangements

A significant portion of the meeting focused on the establishment of the Infrastructure Fund and Support Agency (IFISA) and the movement of certain NDPP-related functions involving National Treasury, GTAC and the DBSA. The employer advised that IFISA became operational on 1 April 2026 and emphasised that no employees have been transferred, no employment contracts have been changed, and no conditions of service have been affected. The PSA strongly criticised the lack of consultation with organised labour and stressed that any restructuring or organisational changes must be subjected to proper consultation in accordance with labour legislation. The PSA further highlighted concerns about possible future implications for employees and the inability of organised labour to properly advise members owing to insufficient information being provided. The employer acknowledged that organised labour had not been adequately consulted, admitted this was a shortcoming, and undertook to improve consultation, provide relevant documentation, and include organised labour in future engagements. The matter remains on the DBC agenda for ongoing updates and consultation.

New National Treasury office accommodation

The employer provided an update on the construction of the new National Treasury office accommodation. Members were informed that construction was nearing completion, with Block A reported as approximately 98% complete and Block C approximately 95% complete. The employer advised that most technical compliance certificates have been obtained, whilst the final Occupation Certificate from the City of Tshwane remains outstanding pending municipal inspections and verification processes. Organised labour sought clarity regarding certification timelines and stressed the importance of keeping

employees informed throughout the relocation process. The employer committed to providing further updates through future DBC engagements and the Move Committee. The matter will remain on the DBC agenda for continued monitoring.

The PSA will closely monitor developments regarding IFISA, the succession planning framework, and the new office accommodation project, and will keep members informed of progress made through DBC processes.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER