



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

28-08-2026

Update: National Treasury

New PSA Chief Negotiator

The PSA is committed to the promotion and protection of members' interest and rights whilst ensuring continuity in services. As a result of re-allocation of departments and entities, the PSA has appointed Velucia Maluleke as Chief Negotiator for the NT with effect from 27 August 2026. Her contact details are: velucia.maluleke@psa.co.za / 083 637 8753. The immediate PSA supervisor is Joseph Mashigo. His contact details are: joseph.mashigo@psa.co.za / 082 885 0863. Members are advised to refer collective bargaining matters that need to be consulted or negotiated on for the attention of the PSA's Chief Negotiator.

Determination of vote weights

Below is the determination of vote weights for trade unions admitted at the NT Bargaining Chamber:

Trade union	Membership	Vote weight
PSA	568	65.10%
Hospersa	1	
TOTAL	171	
Nehawu	304	34.78%
Popcru	1	0.12%
GRAND TOTAL	874	100.00%

The determination is done in terms of the provisions of Clause 16.1 Resolution 3/2025, Governance Rules for Chambers, as of 31 December 2025. The PSA noted the presentation of the vote weights.

New office accommodation

The employer provided an update on the construction of the new National Treasury office accommodation. Blocks A and C have reached practical completion, and the City of Tshwane Building Control has confirmed compliance with building-control requirements, with only fire-safety matters requiring attention. Current efforts are focused on obtaining the necessary statutory certifications and preparing for controlled occupation, which remains the final requirement before relocation can proceed.

Organised labour requested clarity on certification timelines and emphasised the importance of keeping employees informed throughout the relocation process. Although no relocation date has been confirmed, the employer undertook to provide regular updates through the Move Committee. The PSA will continue to monitor developments closely and keep members informed of progress.

Update: Organisational structure review

The employer reported that Phase 1 of the organisational review has been completed. The placement process achieved significant progress, with placement letters issued to affected employees and 97% of placements accepted. Consultations regarding the remaining 3% are ongoing and are expected to be finalised by the end of August 2026. Phase 2 of the organisational review is currently underway. The employer indicated that several smaller organisational review requests have been received and are being considered for implementation. The review process is aimed at ensuring that the organisational structure remains fit for purpose and aligned with the strategic priorities of the Department. According to the employer, Phase 2 seeks to support the development of a more agile, efficient, and sustainable organisational structure, with progress being monitored against the Department's strategic objectives. The PSA welcomed the progress report by the employer and emphasised that the concerns of the remaining employees must be addressed through consultation and fair labour practices before the process is concluded.

Succession Planning Framework

The PSA represented members at the recent NT Departmental Bargaining Chamber meeting, where the employer tabled a proposed Succession Planning Framework. The Framework seeks to establish a structured approach to identifying, developing, and retaining internal talent for critical positions in the Department. The PSA previously invited members to provide inputs and objections on the proposed framework. As no objections were received, and following engagements at the DBC, parties agreed to refer to the framework to the Departmental Task Team for further discussion and analysis before finalisation. The PSA supports the framework and its recommendation for approval.

Policies

The employer tabled the following draft policies for consultation:

HIV, TB and STI Management: The purpose of the HIV, TB and STI Management Policy is to establish strategic and proactive initiatives that provide a framework for the prevention, management, treatment, care, and support of HIV, sexually transmitted infections (STIs), and tuberculosis (TB) in the workplace. The Policy aims to promote employee health and well-being, prevent discrimination and stigma, ensure confidentiality, facilitate access to education, testing, counselling, treatment and support services, and create a safe, healthy, and productive working environment for all employees.

Sports and Recreation: The purpose of the Sports and Recreation Policy is to establish strategic and proactive initiatives that provide a framework to promote the physical, mental, and social well-being of employees through participation in sports, recreational, and wellness activities. The Policy aims to encourage healthy lifestyles, improve employee morale, foster teamwork and social cohesion, reduce stress, and enhance overall productivity and work-life balance.

The matter was subsequently deferred to the Policy Task Team for further engagement and discussion. Members are invited to submit their input on the *attached* draft policies to velucia.maluleke@psa.co.za / chris.kruger@psa.co.za by no later than **4 September 2026**.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL SECRETARY