FOR PSA MEMBERS: **THE PRESIDENCY**

12-11-2026

Feedback: Departmental Bargaining Chamber for Presidency – 11 November 2026

Optimisation of Presidency organisational structure

The employer reported that the structure was still with the Director-General for approval. It was also noted that HOPA and Legal Services were excluded from the structure. The employer further reported that the Legal Services structure was not finalised yet as an extension was granted to the service provider to complete the process by the end of November 2026.

Implications: Declaration of Union Buildings as World Heritage Site

It was previously reported that the employer had commenced with the process of implementing the implications of the declaration of the Union Buildings as a World Heritage site. At the previous meeting labour had requested outstanding information from the employer on the process thus far.

The employer reported that on **capacity building and training**:

- Engagements have commenced with tertiary institutions regarding the development of relevant training programmes for the project.
- Meetings have been held with the University of Pretoria and the University of South Africa to explore possible training interventions.
- The current focus is on conservation management training programmes.
- A skills audit is currently underway and is expected to inform future training, upskilling opportunities, and employee development initiatives.
- Lower-level employees will be included in training opportunities.
- Future skills requirements identified thus far include conservation, heritage management, and document management.

On **employee impact and organisational structure**, it was reported that the following potential occupational areas have been identified:

- Conservation Management
- Heritage Management

- Tourism Management
- Security Management

The project has also identified several possible future positions, namely:

- 1 x Deputy Director (salary level 11)
- 1 x Assistant Director (salary level 9)
- 1 x Senior Tourism Monitor (salary level 8)
- 4 x Tourism Monitors (salary level 7)

Current employees who meet the prescribed requirements will be eligible to apply for opportunities through the normal recruitment and selection processes.

On **other outstanding information**, it was reported that the remainder of the information was still being collated and would be presented to labour as soon as it was obtained. The employer further confirmed that labour would be included to participate in the governance structure of the process going forward.

Overtime: Household Drivers and Events Officials

The PSA previously raised concerns that officials are frequently required to perform duties beyond normal working hours whenever Principals are undertaking official engagements, events, travel, or related activities. A motivation for the correction was submitted to the employer at the previous meeting. The employer reported that it is still awaiting information from Events Management for inclusion in the submission to the Director-General, requesting exemption for the payment of overtime for affected officials. The employer also reported that it has approached the DPSA for direction and will share the motivation with labour, once all the information was obtained. The employer will circulate the submission to labour as soon as the information is received.

Petition from members: Outstanding payment of Events Officials (SADC)

The employer reported that it has noted the petition submitted by employees and indicated that it has obtained advice from the DPSA on the roleplaying allowances and whether this amounts to double dipping. It further reported that a submission on this matter was made to the Accounting Officer and feedback will be provided to members once the employer has obtained clarity/legal advice on the matter.

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Reuben Maleka
GENERAL SECRETARY