

Update: PHSDSBC Chamber and Multilateral

PMDS 2018/19 Incentive Bonuses

Labour entered into an agreement in the PHSDSBC Chamber (Resolution 2/2019) that provided a framework to compensate qualifying members with incentive bonuses for the financial year 2018/19 in the Gauteng Department of Social Development.

Unfortunately, PSA members failed to provide the PSA with a majority mandate, and the PSA could not sign the agreement. The agreement will, however, also be applicable on PSA members.

The agreement provides a framework for the payment of qualifying members based on their salary level and notch having obtained a rating of 4 and/or 5. The table illustrates the percentage payable linked to the salary level.

Salary Level	Rating of 4	Rating of 5
Level 1 - 6	4.5%	6.5%
Level 7 – 8	3.5%	5.5%
Level 9 – 10	2.5%	4.5%
Level 11 - 12	1.5%	3.5%

The employer confirmed that payment of the PMDS will take place on **23 December 2019**.

Ivan Fredericks
GENERAL MANAGER