

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF NATIONAL HEALTH

05-03-2020

Feedback: Performance Management and Development System (PMDS): Dispute 2018/19 cycle

Members were informed of the **demand** tabled by the PSA in August for employees to be paid pay progressions where applicable, irrespective of **possible** non-compliance with PMDS prescripts owing to the Occupational Health and Safety (OHS) situation at Civitas Building. Members were also informed that labour was eventually left with no option but to declare a mutual-interest dispute when the employer in December 2019 made it clear that there would be no deviation or exceptions granted.

The referral to the PHSDSBC was done in January and the matter was set down for conciliation on **4 March 2020**. If the matter remained unresolved, a certificate would have been issued enabling members to embark on industrial action. However, labour realised that the impact of such a strike would be limited in the circumstances and probably not yield the desired results. During engagement, labour emphasized the negative impact that the recent *PMDS 6 of 2019* staff circular from the employer had on members who were not able to fully comply owing to the OHS situation. The circular linked these cases to the dispute and deferred the assessment of such employees while indicating that the employer will be continuing with cases of qualifying employees. **Labour maintained that all employees, irrespective of where they found themselves, had submitted their performance assessments but that supervisors either refused to accept the documents from employees or to consider it due to the circular. Furthermore, the current situation only commenced from the third term of the cycle, which means that there had been full compliance for the first two terms.**

The employer hinted that the dispute was premature as the moderation process had not fully unfolded yet. It therefore gave an undertaking to issue a **written directive** to supervisors and management structures by close of business on 6 March informing them that parties (employer and labour) committed and agreed that **ALL employees** must be assessed in terms of the policy and that such assessments will be subject to moderation.

Members are therefore encouraged to **URGENTLY** ensure that all relevant documentation is submitted or resubmitted to their supervisors. It is also recommended that members keep copies of such documents for their own records. Where it is anticipated that a supervisor might refuse to accept the documents, it would be prudent to take somebody with who could act as a witness that the documents were submitted.

Once the moderation process is concluded members who are not satisfied with the outcome will still have the option of pursuing the matter on an **individual basis** in accordance with the applicable dispute resolution procedures.

GENERAL MANAGER