

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF HEALTH (NDOH)

14-11-2019

Feedback: Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) - Special National Departmental Bargaining Chamber (DBC)

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

The cycle closed on 31 March 2019. Owing to the occupational health and safety situation at Civitas building during this cycle, employees were working from the foyer through no fault on their part. This could have resulted in them not being fully compliant with the provisions of the PMDS.

On members' request, the PSA tabled a demand in a special DBC in August that the employer should, irrespective of possible non-compliance, approve pay progression for all employees not yet on the maximum of their salary levels, i.e., all employees should be considered as having performed fully effective. Even though it was stating the obvious, the PSA also made it clear that performance incentives should be paid to employees who complied with the applicable prescripts/criteria as per the PMDS policy.

The employer undertook to go back for a mandate and indicated that it will report in a special Chamber meeting since the last meeting of the year was only in December. In the special Chamber meeting, the employer reported that its mandate is clear. It is not prepared to deviate from the policy, in other words, all employees must be assessed. The PSA made it clear that this is going to prove impossible and that is why the issue was placed on the agenda timeously to ensure an urgent intervention and even to obtain deviations from other role players such as National Treasury and the Department of Public Service and Administration, if needed.

Labour therefore rejected the employer's response and demanded that it reverts to its principals for a fresh mandate. Unfortunately, the matter will now have to stand over to the Chamber meeting in December. Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER