

FOR PSA MEMBERS: COUNCIL FOR GEOSCIENCE (CGS)

18-01-2019

Update: CGS Extra Bargaining Forum

Policies

The employer presented the Remuneration Policy and the Performance Management Policy with the aim to adopt the policies. The PSA noted the employer's intention and advised that its internal processes were not yet finalised and therefore could not adopt the policies. The PSA was given further time to consult its members and principals for further substantive inputs to the policies.

Members will recall that the Remuneration Policy was circulated with the omission of the Performance Management Policy as the employer submitted it after the Bargaining Forum Meeting.

Performance Management Policy*

The policy objective is to:

- Drive a high-performance culture in the Council of GeoScience
- Facilitate alignment of individual goals with strategy and operational objectives
- Set clear performance standards and expected goals for employees
- Manage performance continuously in a consistent and engaging manner
- Facilitate talent management interventions that foster learning and growth
- Facilitate the reward and remuneration of outstanding performance
- Identify performance gaps and put in place interventions to address these
- Facilitate career and succession planning for high-performing employees and
- Incur competency-based performance measurement standards across all job families.

Members are requested to submit their inputs on Performance Management Policy by 24 January 2019 to thami.makuzeni@psa.co.za or stanley@geoscience.org.za.

Copy* *attached* for ease of reference.

Ivan Fredericks
GENERAL MANAGER