

INFORMUS



FOR PSA MEMBERS: DEPARTMENT OF MINERAL RESOURCES (DMR)

12-12-2019

Feedback: Special Departmental Bargaining Chamber (DBC) Meeting - Mineral Resources: Outcomes of Performance Bonuses

Members are aware that the issue of the performance bonuses and its outcome has been brought to the attention of the PSA, especially where the scores of members who received a rating of 4 was reduced to 3 at Local Moderating Committee level. The matter was tabled at a special DBC meeting on 11 December 2019, where parties deliberated on the issue.

Labour requested the employer to reconsider its position of excluding employees who according to the employer did not submit, amongst others, evidence of their performance. The position of labour was that the employer should allow those who are in possession of such outstanding documentation, to submit for them not to be excluded in the process. However, parties could not reach consensus and a deadlock was reached. Labour had no option but to invoke clause 17 of the Chamber rules, which allows Council to intervene. Furthermore, labour requested the employer to put the process of implementation in abeyance so that the matter can be addressed amicably, but to no avail.

The PSA is of the view that with the intervention of the Council this matter can be resolved to the satisfaction of all. Members will be updated on developments.

Ivan Fredericks
GENERAL MANAGER