

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF LABOUR (DoL)

19-02-2019

## Update: DoL Policy Workshop

### Employee Performance Management and Development System Policy – Core levels 1-12 (EPMDS)

The employer tabled the *attached* draft PMDS policy for review to align it with the amended Public Service Regulations, 2016. The employer indicated that the DOL PMDS Policy was last reviewed in 2009.

**Members' attention is drawn to Section 8.1.3 of the Policy, which provides guidance on when to amend the Performance Agreement. In addition, Section 8.1.4 of the policy outlines the procedures that may be followed where there is disagreement, which can result in the Performance Agreement not being signed. Furthermore, members' attention is drawn to Section 8.1.5 of the policy, which indicates that any consequences resulting in failure to submit the Performance Agreement without showing good cause, may result in the employee forfeiting performance incentives for the year in question and that disciplinary steps can be taken against the employee.**

The policy further provides that payment of deserving employees should be implemented by no later than 31 December of each year, unlike in the past where it was left to the discretion of the employer.

The draft EPMDS policy is *attached* and members are requested to submit inputs by **25 February 2019** directly to [thami.makuzeni@psa.co.za](mailto:thami.makuzeni@psa.co.za).

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GENERAL MANAGER