

FOR PSA MEMBERS: MPUMALANGA DEPARTMENT OF SOCIAL DEVELOPMENT

28-11-2019

## Update: PMDS - Social Development Mpumalanga

The meeting regarding the PMDS incentive bonus was held on 26 November 2019. The employer presented that the Department has a staff component of 1 901 and only 1 551 qualified for the incentive bonus.

The employer also indicated that the incentive bonus to be paid to all eligible employees will exceed the allocated budgeted amount of R11 410 000. The employer made a proposal that in order to be able to pay all eligible employees, that the amount be divided amongst the total number of 1 551 employees who are eligible for the incentive for the 2018/19 financial year. The amount, if divided according to the proposal, will amount to R7 333.62 per employee.

Labour dismissed the proposal and the employer was referred to the Provincial PMDS Policy and was advised to compensate all qualifying employees to the minimum notch of 11% for category "A" and 5% for category "B". The employer requested adjournment to present the proposal to the Executive Authority to advocate for more resources. The meeting will continue on 29 November 2019.

Members are urgently requested to provide the inputs to the PSA regarding the proposal of the employer to the PSA Provincial Manager, Phumzile Zulu, at [phumzile.zulu@psa.co.za](mailto:phumzile.zulu@psa.co.za).

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GENERAL MANAGER