

Update: PHSDSBC Chamber and multilateral

Performance Management Development System (PMDS)

MANDATE: PMDS 2018/2019

After a period of consultation, the Gauteng Department of Social Development offered to pay incentive bonuses to qualifying members. The offer provides a framework for payments to qualifying members (based on their salary levels) who have obtained a rating of 4 or 5. The table below illustrates the percentage payable.

Salary Level	Rating of 4	Rating of 5
Level 1 - 6	4.5%	6.5%
Level 7 – 8	3.5%	5.5%
Level 9 – 10	2.5%	4.5%
Level 11 - 12	1.5%	3.5%

Members in the Gauteng Social Development Department are requested to provide the PSA with a mandate to sign the agreement as presented. Please forward mandates to thebi.matseke@psa.co.za and bongane.gankase@psa.co.za by **6 November 2019 making use of the attached mandate template.**

Pay progression

The employer indicated that pay progression will be paid on or before 14 November 2019, retrospective to 1 July 2019.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER