

## Update: Pay progression and performance bonus - 2018/19

The PSA previously issued editions of the *Informus* regarding this matter after tabling this in the Chamber. In the last *Informus* issued after the Chamber meeting of 31 October 2019 it was reported that moderation was finalised and Treasury is busy with the budget. The employer also assured labour that the PMDS payment will be finalised by December 2019.

The PSA has, however, been inundated with calls from angry members crying foul after noticing that the employer has captured the performance bonus that will run on 4 December 2019 without any consultation. The policy provides that the percentage recommended by the Moderating Committee should be subjected to consultation with labour. The PSA wrote to the HOD, requesting an urgent meeting. The employer responded that the meeting can only be held on 11 December 2019, which will be after the said payment and thus rendering the meeting academic.

On 3 December 2019, the PSA and other unions demanded to see the HOD so that payment of the PMDS can be put on hold subject to proper consultation and an agreement being reached but without success. After waiting for more than two hours to meet the HOD, the employer opted to call security to remove union representatives, which demonstrated arrogance and utter disrespect to labour.

The PSA and other unions then wrote a letter to the MEC, HOD and Treasury about the unilateral implementation of the PMDS, demanding that the payment be put on hold until the meeting is held on 11 December 2019.

Members are advised to remain calm until the matter is fully dealt with. The PSA understands the sensitivity and the effect of the employer decision and assures members that the PSA will do everything in its power to ensure fairness and justice. Members will be updated of developments.

Ivan Fredericks  
GENERAL MANAGER