

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

11-12-2019

## Pay progression and performance bonus: 2018/19

The PSA previously issued newsletters on the subject after tabling the matter at the Chamber. Subsequently, labour wrote a letter to Health MEC and Treasury, demanding that payment of performance bonuses must be stopped pending the meeting on 11 December 2019. The employer, however, continued with the payments. Nonetheless, labour attended the meeting on 11 December 2019 with the acting HOD where the employer's failure to consult in line with the Performance Policy was discussed. The employer, however, indicated that labour was consulted during the August 2019 meeting, which was disputed.

The employer reported that 1.5% of cost for employee compensation amounting to R213m was budgeted for the PMDS bonus, however only R118m inclusive of pay progression was allocated to employees. Of the remaining amount of R95m, 10% was set aside to deal with omissions and disputes related to PMDS. It further reported that total of 23 476 employees qualified for the performance bonus while 19 563 qualified for pay progression. Labour's view was that 100% of this money must be used for bonus payment and the employer was directed to approach Treasury to get additional funds for pay progression.

The PSA noted that picketing is taking place around the province owing to dissatisfaction and anger by the members who feel shortchanged. Members are requested to remain calm and allow the representatives to deal with the matter to finality. Parties will meet again on 17 December 2019 to get the report from the employer. Should the report not be positive, labour will exercise its rights in terms of applicable processes. Members will be updated on developments.

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GENERAL MANAGER