

## Feedback: Bargaining Forum Meeting

The following items were deliberated during the Forum meeting:

### Shift Allowance

After PSA confronted the employer, it acknowledged its oversight for failure to pay this allowance. It will be paid on or before 28 February 2018, backdated from 1 April 2018. Payment will be based on the Policy. The employer undertook to align it with the annual salary increment for 2017/18.

### Transport Allowance

The employer indicated its intention to withdraw the Transport Allowances, which is capped at R2 971.24 for the 2018/19-financial year. The PSA demanded that the employer must reconsider its position as this will have a detrimental impact on members. Failure will result in the PSA declaring a dispute.

### Overtime

Annually parties are to conclude an agreement. It is currently capped at R277 985 The final draft agreement will be circulated shortly.

### Salary parity

The Phase-1 core functionaries process was finalised in 2018. Phase 2, dealing with Managers and Support personnel will be implemented this year. The budget its implementation has been set aside. Parties will be consulted.

### Formula used for calculation of performance bonus

After the PSA disputed the employer's formula used to calculate bonuses, the employer investigated and confirmed its error. The re-calculation was for all employees who scored 70%. It was confirmed that only two employees were affected. The employer is finalising the internal processes for payment. Payment will be made on or before **31 March 2019**.

### Policy: Fleet Management

The *attached* policy intends to regulate the use of vehicles, to ensure compliance and adherence with procedures. Furthermore, to ensure that vehicles are optimally used for business-related matters and cost-effectively. The cornerstone of the policy is to prevent possible abuse and/or misuse of vehicles, and safety of drivers by tracking the initial departure and destinations. Inputs are requested by **15 March 2019**

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Members will be informed of developments.

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