

INFORMUS



FOR PSA MEMBERS: DEPARTMENT OF WOMEN

17-02-2020

Collective grievances: 2018/19 PMDS

On 12 December 2019, the PSA submitted a complaint to management regarding the outcome of the 2018/19-performance assessment. It came to the PSA's attention that the performance assessments of most employees were reduced by the moderating committee without involvement of affected employees and their supervisors. The PSA is of the opinion that the provisions of the PMDS policy were deliberately ignored by the employer. PSA members lodged grievances, but the employer failed to respond to these grievances within the prescribed time frame. As a result, the PSA referred the matter to the office of the Minister on 3 February 2020 for intervention.

Subsequently, the PSA resolved to convene a bilateral with the employer on 12 February 2020 with the aim to solicit feedback from the office of the Minister. It was indicated during the bilateral meeting that the Minister confirmed in writing that she tasked the acting Director-General to appoint a mediator to resolve the issues raised by employees. The employer indicated that it intends approaching the DPSA for assistance and labour would form part of the process.

The PSA noted the report but requested that the employer makes every effort to resolve the grievances before the end of this financial year. The PSA will keep members updated on developments.

GENERAL MANAGER