

FOR PSA MEMBERS: GAUTENG DEPARTMENT OF EMPLOYMENT AND LABOUR

14-10-2020

Update: Non-payment of performance assessments benefits: Arbitration date 29 October 2020

Performance Management System - Financial year: 2017/2018 – 2018/2019

Members will recall that PSA reported that the Department of Employment and Labour Gauteng Provincial Office failed to implement PMDS for 2017/2018 and 2018/2019 for qualifying members. The department indicated that the employees submitted their assessments late, therefore will forfeit the payment of pay progression and outstanding bonuses.

The PSA regarded the action of the department as grossly unfair. The Department of Employment and Labour's policy **stipulates that in an event that there is a grievance or a dispute between the supervisor and an employee regarding the PMDS assessment, employees must lodge grievances.** Subsequently, more than 20 members submitted enquires, and grievances in terms of the departmental policy, however the department failed to respond to the grievances and went ahead with not implementing the pay progression and incentive bonuses for qualifying members.

The non-payment of pay progression negatively impacted on the employee's notch progression; which will in turn affect the employee's salary, pension, and annual bonuses. The PSA regards the action of the department as unfair and a contravention of the DPSA PMDS framework and the Departmental policy. The PSA went further to declare a dispute with the PSCBC regarding failure to respond to the grievances. The matter is scheduled for arbitration on 29 October 2020.

Members will be updated on new developments.

GENERAL MANAGER