

FOR PSA MEMBERS: DEPARTMENT OF EMPLOYMENT AND LABOUR - GAUTENG

29-04-2020

Non-payment of Performance Assessments Benefits/ Performance Management System (PMDS): Financial Year: 2017/18 – 2018/19

It has come to the PSA's attention that the Department of Labour failed to implement PMDS (Pay Progression as well as incentive bonuses) for 2017/18 and 2018/19 for several members who qualified. The Department indicated that the members submitted their assessments late and will thus forfeit the payments of pay progression and incentive bonuses.

The PSA regards this action by the Department as unfair. The Department of Labour's policy on PDMS 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. More than 20 members submitted grievances in terms of the Departmental policy. Despite the grievances, the Department went ahead and refuses to implement the pay progression and incentive bonuses or deal with the grievances. The non-payment of pay progression negatively affects an employee's notch progression.

The PSA regards the action of the Department as unfair and mostly contravening the DPSA PMDS framework and departmental policy. As a result, the PSA declared a dispute with the PSBC regarding the failure to respond to members' grievances. The PSA is awaiting the date for conciliation and members will be updated on developments.

GENERAL MANAGER