

Feedback: Consultative Forum

Performance assessments: Outcome letters

Members previously reported that they did not receive their outcomes. Members should by now have received such. The employer requested the PSA to provide information of all affected members who did not receive their outcomes as yet. Members are requested to submit the information to the PSA on an urgent basis. The PSA made the employer aware of this contravention, as members must lodge objections within seven days after receipt of the outcome. The employer committed that it would consider the date on which it was received. The time frame would be determined accordingly, without prejudicing members.

Risk Allowance

The Protection Service Directorate approached the PSA in that it engaged management, as early as April 2020, with a request of granting the allowance. It was tabled when the pandemic was on alert level 5. The immediate Supervisor/s escalated it to Top Management. The latter recommended that the Board is to take a decision as there are financial implications. The Board disapproved as there was a total closure of the institution during the period, except Top Management, Payroll and Protection Services who reported for work. They allege that they took all precautionary health and safety measures to protect reporting staff.

Annual salary increment: 2020/21

During the Communication Forum meetings in October 2019 and February 2020, the employer undertook to reconsider granting increments, after reviewing its mid-term financial position. Initially there was a cut of R2.8 million from its budget. The Department of Science and Innovation instructed a cut for COVID-19 pandemic expenditure. Only the parliamentary grant, minus Value-Added Taxation without any additional amount, was used for salaries. The employer therefore indicated that for the 2020/21 financial year, it cannot afford to grant any salary adjustments. The PSA is consulting members on the way forward and ballot members. Members should be aware that the only way forward will be to embark on protest action as a deadlock has been reached on the discussions.

Annual salary increment: 2021/22

The PSA proposed for the above engagement and tabling of demands. The employer indicated that it was not ready to consider any proposal. Engagement may be early next year. It also reported that a further cut for the next financial year may be a possibility. A new business model is being drafted. The PSA proposed its involvement, of which it was agreed. Members will be consulted on the new demands to be tabled for wage negotiations.

GENERAL MANAGER