

Update: 2019/20-performance incentives

The PSA observed that the employer failed to implement the 2019/20-performance incentives payments by 31 March 2021 as per the directive of the DPSA. The PSA is disappointed by the slow pace to finalise the process and wrote to management to provide reasons for the delay.

The employer noted the concerns raised by the PSA and indicated that the delay in finalising the performance assessment reports was owing to unforeseen online performance system challenges. Provincial offices were requested to finalise local performance management review processes by no later than 20 April 2021 and submit to Head Office by 30 April 2021 for further handling. The Department envisaged to conclude the entire performance assessment process by 15 May 2021 and effect payments to employees who qualified.

The PSA found the explanation to be unacceptable and decided to schedule an urgent special DBC meeting on 21 April 2021 to force the employer to speed up the process. Members will be updated on developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER