

Feedback: Facilitation meeting on PMDS Policy - 12 July 2021

Members will recall that labour invoked section 17 (dispute rules) of the Departmental Bargaining Chamber on the incorrect implementation of the PMDS Policy. The PSA raised concerns regarding the non-compliance with the policy by the employer and a remedy was sought. The employer stated that the Director-General agreed that certain clauses of the policy were not adhered to, and he is of the view that some managers may just be awarding scores of 4 and 5 without any proof of exceptional performance. The employer stated that the response from the Director-General is that he is happy if the matter is eventually referred to arbitration. The PSA expressed disappointment with the posture from the employer, whilst acknowledging that it is aware of its deviation from the Policy or the flaws in the policy. Its reasons are not justifiable and not based on facts. The lack of willingness to resolve the matter as speedily as possible in the interest of the Department and members are noted and viewed as arrogant.

The employer, however, also made a proposal that employees be re-assessed to address the issues that the Director-General is concerned about. The PSA rejected the proposal as it would be unfair to subject members to another assessment for no justifiable reason. This process can result in deviations from the scores already agreed upon by employee and supervisors. The PSA is of the view that if one suspects that there was no proper management or fair assessments conducted by the management team, it should be addressed with those concerned and not to hold employees liable for such conduct.

Parties subsequently agreed to continue to pursue the matter through a multilateral over the next seven days to resolve the impasse more amicably. The facilitation process was therefore extended by seven days to allow parties to engage. Parties are expected to report back to the Chamber thereafter.

GENERAL MANAGER