

## Update: Implementation of 2019/20-performance bonus payments

It came to the attention of the PSA that on 5 March 2021 the Department issued a circular, indicating that it has approved the implementation of pay progression only and not performance bonuses. The PSA was appalled by such communication and subsequently wrote to the acting Director-General to withdraw the decision.

A meeting was convened on 8 March 2021 with the acting Director-General to deliberate on the matter. The PSA maintained that it was unfair for the Department to renege from the commitment made at the previous DBC meeting about the payment of both pay progression and performance bonuses.

The employer noted the concerns raised by the PSA and engaged with its internal stakeholder, including the Moderating Committee to review the decision not to grant performance bonuses. As a result, the employer issued a circular on 18 March 2021 to confirm the payment of 2019/20-performance bonuses to employees who qualified accordingly. The process to implement payments is underway.

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