

FOR PSA MEMBERS: DEPARTMENT OF SMALL BUSINESS DEVELOPMENT (DSBD)

23-02-2021

Feedback: Facilitation meeting - 23 February 2021

Non-payment of performance bonuses and pay progression for levels 1-12: 2019/20-financial cycle

Members will recall that the matter of the non-payment of the performance bonuses and pay progression for the 2019/20-financial year was brought to the attention of the PSA, at which the PSA addressed the matter in the last special DBC meeting on 9 February 2021. Parties could not reach consensus on the matter and a deadlock was declared, hence the facilitation meeting held today.

The employer indicated in this meeting that it has paid some of the pay progression to qualifying members, but some are still outstanding owing to outstanding documentation. There was a request from the PSA to be provided with a breakdown in terms of all the qualifying members as well as reasons why some are still outstanding. The employer committed to providing labour by end of business on 23 February 2021 with the requested information.

In respect of performance bonuses for qualifying employees for the 2019/20-financial cycle, the employer is still of the position that it is not able to pay owing to budgetary constraints brought about by the COVID-19 pandemic and the ensuing economical position of the employer and the country. The employer further indicated that the matter was taken up with the Department of Public Service and Administration (DPSA) to give guidance to the way forward owing to the inconsistencies taking place, where some Departments in the Public Service are paying the bonuses and others are not. The Employer is awaiting the DPSA's response and requested five working days to provide labour with feedback, failing which the PSA reserves its rights in this matter. If we do not receive feedback on this issue by close of business on 1 March 2021, the PSA will then declare a dispute.

Affected members are requested to provide their names to the PSA shop steward, Portia Malatji, or to the PSA Chief Negotiator for the Department, Janta Shortie, as was previously requested by no later than 26 February 2021. Names can be forwarded to the following email addresses: janta.shortie@psa.co.za and portia.malatji@dsbd.gov.za

Members will be updated on developments.

GENERAL MANAGER