

## Conciliation: Non-payment of cash awards - 2019/20-financial year

It was previously reported to members that the PSA declared a dispute of mutual interest against the DTIC for the non-payment of cash awards for the period 2019/20. The matter was set for conciliation after all other attempts to resolve it had failed. During the conciliation, the PSA presented its case against the employer and indicated to the Conciliator that 259 employees were affected by the employer's non-payment of cash awards, from these 259 employees, 169 are women and 173 are below middle management.

The PSA further stated that the employer's decision is a unilateral change of terms and conditions of employment as employees have entered into performance agreements, which is a form of a contract between parties on targets to be met in return of performance bonuses. The employer indicated that the payments were not approved owing to budgetary constraints. However, the PSA disputed the argument and demanded that financial records be made available to the PSA for perusal.

The employer further requested an extension of the conciliation for the purpose of seeking a further mandate on the matter. The extension was granted for 30 days in which the matter needs to be resolved, if not, the Council will issue a certificate of non-resolution and the PSA will ballot members on their willingness to strike.

Members will be updated on developments.

GENERAL MANAGER