

FOR PSA MEMBERS: LIMPOPO

20-09-2021

Payment of non-pensionable cash gratuity

Members will recall that upon signing of PSCBC Resolution 1/2021, the Department of Public Service and Administration issued *Circular No 15 of 2021* regarding the improvement of service benefits for employees. Further, the Department failed to implement the Resolution to pay the gratuity on or before 15 September 2021 as the said transactions were processed on 13 September 2021 and could only reflect in banking accounts on 16 September 2021.

The PSA was, however, alerted that there are some employees who have been omitted and have not received such payments and upon investigation and engagements, it emerged that there were technical glitches and omissions from the side of Treasury to pay all employees. There is also an outcry about tax issues where members complain that they were overtaxed. Members are advised to approach the employer to obtain an explanation of the tax formulae, noting that tax is the competence of SARS.

Affected members are urged to contact their supervisors to bring this matter to their attention, and where they do not receive response, to contact their shop stewards or the Provincial Office if there are no shop stewards. Whilst the PSA understands the impact of this error on employees, members are advised to exercise patience and not participate in any form of misconduct in pursuit of their rights.

Members can contact PSA Labour Relations Officers at phillip.maponya@psa.co.za; mike.mkhize@psa.co.za and/or patricia.matlhadisa@psa.co.za for assistance with this matter and any other work-related issues.

GENERAL MANAGER