

## Feedback: Branch Moderating Committee Meeting

The virtual meeting was held on 14 January 2021 and the following issue was discussed:

### **Outcome of moderation in accordance with PMDS Policy for 2021**

The employer reported that the budget for performance bonuses for the year 2020/21 is R8 949 712.50 from which salary levels 1 to 10 will be paid at 2.1% and levels 11 to 12 at 2.0%. A total of 1 416 employees qualified for bonus payment. Further, an amount of R300 000 has been set aside for any outstanding payment. Employees will be notified in writing of the outcome of the moderation before payment is effected. Payment is expected before the end of January 2021.

The PMDS process normally becomes a source of dissatisfaction and unhappiness in the workplace. The PSA often receives an increased number of grievances after letters are released or performance bonus paid and advises members who might be aggrieved with the outcome of their assessment to follow grievance processes.

GENERAL MANAGER