

PMDS 2019/20

As previously reported, the Department of Social Development opted to renege on its commitment to pay qualifying employees their incentives for the 2019/20-financial year and cited budgetary constraints as the reason. The PSA views this as unfair given the current state of the economy and a failure by the employer to comply with the final leg of the three-year multi-term salary agreement in 2020. The PSA, along with other unions, consequently declared a collective dispute and the matter was set down for arbitration on 3 and 4 August 2021. The employer requested that the matter be reverted to conciliation for settlement and the following settlement was reached:

- The employer undertakes to compensate qualifying employees for requisite cash bonuses.
- The payment of a 5% bonus for salary levels 1 - 10; which equals R1,367,790 to be paid out to those members exceeding the norm.
- The payment of a 4% bonus for salary levels 11 - 12 which equals R597,387 to be paid directly to members duly qualifying.
- Apart from the settlement on the dispute relating to those who had qualified for cash bonuses, labour jointly presented to the employer that those employees who did not qualify for cash bonuses, but scored as fully effective, be given a cash gratuity for once-off recognition of loyalty for the 2019/20-cycle and amount equal to, and not exceeding R1 300 000. The employer has indicated that this will be considered, and a decision will be communicated to labour in due course.

Members who qualified for cash bonuses in the cycle of 2019/21 and who are not paid by 15 August 2021 must report this directly to the PSA Provincial Office for advice on lodging individual disputes. Members can contact Russle Bindeman on 082 883 7563 for any queries.

GENERAL MANAGER