

FOR PSA MEMBERS: **DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES (DCDT)**

25-04-2022

Feedback from facilitation: Non-submission of performance agreements 2021/22

The PSA referred this matter for facilitation in the DBC, held on 17 March 2022, after the employer maintained its position that the eight employees who did not submit their performance agreements by the deadline will not be assessed and will therefore miss out on the notch increment.

The facilitation was held on 13 April 2022. The PSA contended that the eight employees cannot be excluded from the assessments based on the following submissions:

- The one employee did not have a supervisor since the merger of the two Departments, therefore it cannot be the employee's fault that she did not submit a performance agreement.
- Two employees were on sick leave during that period and thus they could not submit the agreements, which are circumstances beyond their control.
- Five employees did not submit the agreements because the PMDS Policy was still under review and not finalised by the Department.

The employer responded that it will reconsider the cases of the employee who did not have a supervisor and the two employees who were on sick leave before the end of April 2022, The employer, however, did not budge on the five employees who did not submit their agreements owing the policy that was not finalized.

The PSA is delighted that the employer will reconsider the cases of the three employees and possibly ask for condonation from the DPSA. The PSA is, however, extremely disappointed that the employer is not budging regarding the five employees because the situation of the non-finalisation of the policy was created by the same employer. The PSA will explore other available avenues for these five employees to try to unlock the current deadlock.

Furthermore, the PSA encourages all employees to ensure compliance with the submission of performance agreements of 2022/23 by the deadline of **31 May 2022**.

GENERAL MANAGER