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FOR PSA MEMBERS: **DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION**

25-04-2022

## Update: Payment of 2020/21-performance bonuses

At the previous Departmental Bargaining Chamber (DBC), the employer reported to the PSA that performance bonuses for the 2020/21-cycle would be paid by 31 March 2022. It was with much disappointment when the committed date arrived without payments being effected. When a follow-up was made with the employer on the matter, the PSA was informed that a submission for payment has been sent to the Office of the Director-General (DG) for approval. The PSA followed up several times over the past few weeks and the employer's response remained the same.

This is a cause of much frustration for members who are due for payment and the trend set by the employer to delay the payment of performance bonuses is enough to demoralise top performers in the Department. Government departments are required to settle their debts within 30 days, failing which will result in financial misconduct. However, it is disappointing that the employer's failure to pay employees their benefits timeously is not treated with the same seriousness as the payment of suppliers. The PSA will be sending a letter to the DG, demanding reasons for the delay and that approval be granted urgently. If the DG refuses to cooperate or accede to the demand, a special DBC meeting will be initiated to declare a dispute on the matter.

Members will be updated on developments.

GENERAL MANAGER