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SERVICE EXCELLENCE

FOR PSA MEMBERS: **GOVERNMENT PENSIONS ADMINISTRATION AGENCY (GPAA)**

12-09-2022

PSA Secures Victory for Workers at Arbitration – 8 September 2022

Outcome of Arbitration regarding 2020/2021 PMDS

Members were previously informed that the PSA declared a dispute of unfair labour practice challenging the unilateral and irrational decision of the employer that was contrary to the PMDS policy. In December 2021, the employer changed the qualifying criteria for the performance bonus to exclude many employees citing financial constraints. The employer increased the qualifying criteria from a performance score of 120% to 128% contrary to the PDMS policy. The PSA challenged the employer's decision and in both the facilitation and conciliation processes were not successful. Subsequently, the PSA referred the matter for arbitration.

An arbitration was held virtually on 8 September 2022. At arbitration, the employer conceded that its decision was wrong and unfair by not defending that decision. Parties reached a settlement agreement that all those employees (whose are applicants in this dispute) who attained a performance score of 120% and above will be paid their performance bonus by 15 October 2022, please find attached the settlement agreement. This is a sweet victory for PSA members against an irrational and unfair decision by the employer. The PSA will continue to protect its members rights and interest.

GENERAL MANAGER