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SERVICE EXCELLENCE

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

22-04-2022

## Feedback from facilitation process

A facilitation was conducted on 19 April 2022 on the following matters:

### **Performance bonus (PMDS) 2020/21**

The PSA contended that the decision by the employer to pay a performance bonus for employees who attained a score of 128% and above as opposed to 120% and above was contrary to the PMDS policy, unilateral and unfair. The employer responded that the moderation committee took the decision to align the individual performance of employees to the overall performance of the organisation and that decision has been implemented as the bonuses were paid in February. Parties could not reach consensus on the matter and the PSA will be assisting members to lodge individual grievances. All members who attained a score of between 120% and 127% should contact Mr Solomon Mokoane for assistance at:

[Solomon.Mokoane@gpaa.gov.za](mailto:Solomon.Mokoane@gpaa.gov.za)

### **Parking facilities at 34 Hamilton Street**

Owing to limited parking, employees are forced to park outside the institution, which is unsafe as employees' cars are being broken into or even stolen. The PSA demanded the employer should provide alternative parking owing to the dangers of parking outside the yard. The employer responded that it was unable to get secure parking for employees within six months, as committed previously, and that the principle of first-come, first-served will continue to apply whilst the employer is busy getting more security personnel to guard that parking area. Labour expressed disappointment at the submissions by the employer and indicated that they reserve their right to explore other avenues to get this matter resolved.

GENERAL MANAGER