



# INFORMUS

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FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED (IDC)**

03-02-2022

## What's happening at IDC?

### Review: Bursary policies

The employer presented the bursary policies for consultation with the PSA and its members to have some sections in the policies reviewed. The policies are being reviewed owing to the following reasons:

- To address maladministration and poor governance controls that were revealed by forensic investigation;
- To remove ambiguity and articulate salient principles in the current policy;
- To ensure consistency of application for all IDC staff members benefiting from the policy;
- To create administrative improvements to streamline and simplify the policy;
- It is good governance to review every three years.

The proposed reviewed internal staff policy extends the scope to include employees who are on fixed-term contracts for five years or more. In the current policies, applications are done manually and advertised once a year whilst the reviewed policy proposes that all applications be done online and advertised twice a year. Service obligation for internal staff will be calculated according to the value of the qualification instead of years of study. Members are urged to read through the policies (*attached*) and send inputs to the PSA at [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) on or before **21 February 2022**.

### Salary negotiations: 2022/23 cost-of-living adjustment

The PSA intends to submit demands for a salary increase and improvement of conditions of service on behalf of members. As a result, members are requested to submit suggestions and inputs on what should be listed in the letter of demand. Such proposals should be accompanied by a motivation or reasons to assist negotiators to understand and represent these properly. Inputs should be sent to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) on or before **28 February 2022**.

Members will be updated on developments.

GENERAL MANAGER