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SERVICE EXCELLENCE

FOR PSA MEMBERS: **LIMPOPO DEPARTMENT OF HEALTH**

25-03-2022

Non-payment of performance incentive (performance bonus) for the year 2020/21

Members will recall that it was previously reported that the PSA addressed a letter to the employer to enquire about the payment of performance bonuses for the 2020/21 financial year in line with the Limpopo PMDS policy. Furthermore, the matter was placed on the agenda of the Public Health and Social Development Chamber (PHSDSBC) to be discussed during a special meeting that took place on 20 January 2022. Subsequently the employer issued Departmental Circular No 2 of 2022, stating that assessment and moderation for salary levels 1 to 12 were finalised in October 2021 and that the Department did not have budget provisions to implement payments of performance bonuses.

Members were informed that the PSA is considering all available options to deal with the matter in ensuring that members get what is rightfully theirs and that the employer cannot make an unilateral decision not to pay benefits due to members as per the PMDS policy. During a meeting, in February 2022, parties dead-locked as the employer responded in accordance with Departmental Circular No 2 of 2022, hence a dispute was declared. Consequently the matter was set down for Conciliation on 23 March 2022. Members should note that the matter was not resolved during Conciliation and accordingly the matter was referred for arbitration on 24 March 2022 and the matter has now been set down for arbitration on 28 April 2022.

Members seeking clarity should contact Ms Kate Mamabolo on 082 8802937 or email kate.mamabolo@psa.co.za. Employees who want to join the PSA can contact Ms Paulina Moloto on 082 880 8957 or Mr Lawrence Muvhango on 082 880 8995 or alternatively contact the PSA Provincial Office on 015 295 0500.

Members will be updated of new developments.

GENERAL MANAGER