

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

27-07-2022

## Feedback: Arbitration for non-payment of performance incentive (performance bonus) dispute – Limpopo Department of Health

Members will recall that it was previously reported that the PSA addressed a letter to the employer requesting progress on the payment of the performance bonus for the 2020/21-financial year in line with the Limpopo PMDS policy. The matter was also placed on the agenda of the Public Health and Social Development Chamber (PHSDSBC) to be dealt with during a special meeting on 20 January 2022.

It should also be noted that the employer issued Departmental Circular No 02 of 2022, stating that the assessment and moderation for salary levels 1 to 12 would be finalised in October 2021 and that the Department did not have budget provisions to implement payments of performance bonuses. As a result of parties that could not agree during a Council meeting on 24 February 2022, a dispute was declared. It was also reported that the matter could not be resolved during conciliation on 23 March 2022 and that the dispute was referred for arbitration on 24 March 2022. Subsequently, the matter was set down for arbitration on 28 April 2022 but could not be finalised. The matter was again set down on 25 July 2022.

During the arbitration on 25 July 2022, the employer through its legal representative presented a settlement offer of R40 000 000 to be paid to 11 017 eligible members. Thereafter a settlement agreement was signed in settling the dispute before the commissioner. Members should note that qualifying members will be paid the outstanding performance bonus on or before 30 September 2022.

Members seeking clarity can contact Kate Mamabolo on 082 880 2937 or email [kate.mamabolo@psa.co.za](mailto:kate.mamabolo@psa.co.za).

Members will be informed of developments.

Employees who want to join the PSA can contact Paulina Moloto on 082 880 8957 or Lawrence Muvhango on 082 880 8995 or call the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER