

Update: Special Labour Forum meeting – 3 March 2022

Performance appraisals

The PSA requested a special Labour Forum after receiving complaints from members regarding the non-implementation of performance appraisal since the 2018/19-cycle. The employer acknowledged that indeed performance appraisals were last implemented in the said cycle owing to the lack of capacity in the Human Resource Section. It was reported that those who have reached the ceiling have been formally informed that they will only be eligible for once-off performance bonus but will not receive pay progression. The employer presented the action plan for the current cycle, which includes, amongst others:

- That it has received 100% of performance contracts from employees.
- It has embarked on training to most parts of the institution with at least five offices remaining to be trained.
- Plans to conclude the PMDS workshops by 30 March 2022.
- The incentive to be paid by 5 June 2022 - if not, the special run will be done not later than 30 June 2022.
- It developed a plan for employees to work overtime to reach the set target.

The PSA was very disappointed with the report and emphasised that the employer's failure to deal with performance appraisals since 2018/19-cycle to date, had a direct impact on employees' salary notch. The PSA further questioned the employer on what it is doing different from previous exercises. The employer indicated that it is currently monitoring the process even beyond the current cycle, including providing necessary support to poor-performing employees.

Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 safe and speedy recovery.

GENERAL MANAGER