

FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) - LIMPOPO

28-01-2022

## Payment: Performance incentives (Performance Bonus) for 2020/21 – Health

Members will recall that the PSA addressed a letter to the employer on 7 January 2022 to enquire about the payment of the performance bonus for the 2020/21-financial year in line with the Limpopo PMDS Policy. Paragraph 8.3.5 of the Limpopo Provincial Administration's Policy on the Performance Management and Development System, dated 1 April 2018, states that "Performance incentives must be implemented before 31 August of each year". The PSA was concerned that over four months had passed whilst eligible employees were still waiting for their performance bonus and the employer was silent.

Further, labour placed the matter on the agenda during the special meeting of 20 January 2022 during which the employer could not respond on the matter owing to the lack of a mandate and undertook to consult with its principals. Subsequently, the employer issued Departmental *Circular No 02 of 2022*, stating that assessment and moderation for salary levels 1 to 12 were finalised in October 2021, however, the Department did not make budget provision to implement payments of the performance bonus. Clearly, there was no intention by the employer to pay employees their performance bonus.

Members are advised not to panic as the matter is receiving attention. The PSA is considering all available options to deal with this matter in ensuring that members get what is rightfully theirs. The payment of a performance bonus is an employee's right as per the approved PMDS policy.

Members will be informed of developments.

GENERAL MANAGER