

FOR PSA MEMBERS: **SAFETY AND SECURITY SECTOR EDUCATION AND TRAINING AUTHORITY (SASSETA)**

07-11-2022

Feedback: SASSETA special meeting with management - 2 November 2022

Performance bonus

The employer informed the PSA that payment of the performance bonus has been approved as follows:

- Rating of 3 – 5% (60 - 69 rating)
- Rating of 4 and above - 7% (70 and above rating)

Some employees had lodged grievances regarding the scoring. These grievances will be attended to urgently. The employer has confirmed that payment of the performance bonus will be done by 25 November 2022.

HR policies

HR policies were amended and forwarded to the Board for approval. The Board had also made certain amendments to these policies. The PSA raised a concern as to why these amended policies were not made available to the PSA. The employer undertook to make all these policies available to the PSA by 11 November 2022.

Amended job descriptions

The employer informed the PSA that all employees were consulted when their job descriptions were amended. The employer informed the PSA that the positions were last job evaluated in 2019. A service provider has now been appointed to conduct a job grading on all current positions.

Recruitment and Selection Policy

The PSA informed the employer of its concerns regarding the advertising of posts and the consistent application thereof. The employer took note of the PSA's concerns and agreed to investigate this as a matter of urgency.

Members will be informed of developments.

GENERAL MANAGER