

FOR PSA MEMBERS: **STATE INFORMATION TECHNOLOGY AGENCY (SITA)**

17-11-2022

What is happening at SITA?

Feedback: Performance Bonus for 2020/21-financial year

The PSA tabled this item in the bargaining forum demanding that the employer should pay employees a performance bonus for the 2020/21-financial year. In the previous meeting, the employer requested to get a mandate from its principals and subsequently failed to report owing to a lack of a mandate. The PSA had no option but to engage directly with the acting Managing Director and he responded on 16 November as follows:

In terms of the Remuneration and Philosophy Policy, there are four requirements that need to be met to qualify for a bonus.

According to section 5(1)(2)(3)(ii), the key to the payment of the performance bonus shall be the achievement of all the four performance gateways stated below:

- The achievement of a net surplus after tax for the financing for the financial year and subject to the availability of funds.
- The minimum overall organisational final performance score of 129% (4)
- The minimum overall divisional final performance score of 129% (4)
- The minimum overall individual final performance score of 129% (4)

According to the employer, the organisation's performance score was 3.33%, falling short of the minimum requirement of 4% and thus no bonuses are payable for the 2020/21 financial year. Further, the employer is still busy with the 2021/22 overall performance of the organisation and members will be updated once the process is finalised.

The employer can only be challenged based on the availability of evidence supporting that the organisation met all four requirements in terms of the applicable policy. Otherwise, the matter should be regarded as finalised. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER