



INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED (IDC)**

03-10-2023

What is happening at IDC?

Delay in payment of incentives

As mentioned in an email sent by the PSA Branch Secretary to members, the PSA is aware of the delay in the payment of the Non-Pensionable Allowance (NPA) and Short-Term Incentive (STI). The PSA sent a letter to management, which has been acknowledged, and a response is expected. In the letter, the PSA expressed members' frustration and requested management to provide reasons for the delayed payment and ensure that payments are processed. The PSA will continue to put pressure on management to act swiftly. It is understandable that members are concerned about the issue. The delay has caused frustration and inconvenience. However, it is important to not give up hope and to continue striving for exceptional results in the upcoming year, surpassing those achieved in 2022/23. The PSA will ensure that the employer follows the Performance Management Policy and awards employees the incentives they deserve.

Anti-Workplace Harassment Policy

The PSA initiated a review of the IDC Sexual Harassment Policy into the Anti-Workplace Harassment Policy. The reviewed policy is intended to prevent and eliminate all forms of harassment, bullying, and victimisation in the workplace. It is aligned with the *Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace*. The policy applies to all IDC employees and all other people who conduct business and interact with the IDC. It provides guiding principles, which include a zero-tolerance stance towards harassment, bullying, and victimisation. It further outlines ways in which sexual harassment may occur and prohibits any form of abuse of power. The policy outlines a clear process for reporting harassment and clearly defines the responsibilities of both employers and employees in addressing cases of harassment.

Members are urged to read the policy and provide the PSA with inputs **on or before 13 October 2023** to joseph.mashigo@psa.co.za.

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.

Reuben Maleka
GENERAL MANAGER