

FOR PSA MEMBERS: **PUBLIC PROTECTOR SOUTH AFRICA (PPSA)**

06-10-2023

## Feedback: Bargaining Forum meeting – 5 October 2023

### Cellphones and data

Members will recall that the employer amended the cellphone and data policy. The PSA did not support the amendments that took away the allowance from employees. The employer tabled the policy in the last Forum meeting and members were requested to provide input. The amendments only allowed the employer to provide cell phones and data to employees. The PSA cautioned the employer about the amendments, which will cost it more than the allowance that was offered to employees. However, the employer continued with the amendments, despite the PSA's input. In the previous meeting, the employer reported that it would revert to offering a cellphone and data allowance to employees from October 2023 after the expiry of the current contract. This was not implemented because the policy must be first amended. Parties are at an advanced stage of amending the policy and the target date to finalise the amendment is 30 November 2023. The PSA is optimistic that the matter will be resolved.

### Performance Management Development System (PMDS)

It has come to the PSA's attention that members did not get their bonuses for the 2021/22-financial year. The PSA further received information that the employer had implemented payments but used the wrong policy, which affected members negatively. The PSA urges the employer to avoid creating unnecessary disputes and instability and use the correct policy. The PSA advises affected members to lodge individual grievances.

### Pay progression of Senior Managers

It has come to the attention of the PSA that Senior Managers have not been paid their pay progression since the 2020-financial year. The PSA has demanded that the employer implements the payment of pay progression for Senior Managers with immediate effect. An urgent meeting will be convened between the PSA and the employer to resolve the impasse.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER