



FOR PSA MEMBERS: MUNICIPAL INFRASTRUCTURE SUPPORT AGENT (MISA)

14-07-2025

Feedback: MISA Departmental Bargaining Chamber

Update: Performance Management and Development System (PMDS)

The employer reported that the assessment process for the 2024/25 performance cycle has been completed. A comprehensive report detailing all employees who qualified for performance rewards, categorised according to their salary levels, has been shared with organised labour. Furthermore, the Department has commenced the contracting phase for the 2025/26 financial year, with a deadline which was set for 30 June 2025. Members are strongly encouraged to always ensure compliance with the PMDS requirements by concluding performance agreements with their supervisors within the stipulated timeframe.

MISA Organisational Development

The PSA previously reported that parties had agreed to convene a task team meeting to discuss the organisational structure of MISA. Dates were proposed and subsequently agreed upon by all parties. The scheduled engagement will allow for a detailed discussion on the structure, and the PSA will provide feedback to its members following the conclusion of the meeting.

Adoption of Policies

The employer reported that the following twelve (12) policies were tabled and discussed at the Policy Task Team meeting on various dates:

- Asset Management Policy
- Loss Control Policy
- Communication Policy
- MISA Young Graduates/Candidacy Policy
- Policy on Acting Appointments
- Funeral and Bereavement Policy
- Training, Education and Development Policy
- Internship Policy
- Employment Equity Policy
- Bursary Policy
- ICT Security Policy

- MISA Physical Security Policy

The employer requested that these policies be adopted for approval. The PSA is of the view that sufficient consultation was undertaken and that members were afforded adequate opportunity to provide input. Accordingly, the policies will be considered for adoption in the next meeting.

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