



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

09-07-2025

Feedback: PPSA Bargaining Forum Meeting

Performance Management and Development System (PMDS)

The PSA raised serious concern regarding continued delays in finalising 2023/24-PMDS assessments, which have prevented eligible employees from progressing to the next salary notch. The PSA demanded that, as compensation for this delay, the employer grants affected employees two notches. The PSA further emphasised the recurring nature of these delays and the negative impact on employee morale and career progression. In response, the employer committed to finalising the 2023/24-PMDS process on or before 31 July 2025, with payments expected in August 2025. The employer also noted the PSA's demand for two notches and indicated that a formal response would be provided at the next meeting. Additionally, the employer committed to improving the PMDS process going forward, including the provision of training for all relevant stakeholders.

Policies

The PSA made a demand that all policies that were not consulted on must be brought to the Bargaining Forum for consultation, especially the Dress Code and Security Policy, which affect conditions of employment. The employer acceded to the PSA's demand and stated that there was pressure from its side because of an audit that was taking place.

Workload

The PSA previously raised concerns about the excessive workload being placed on Investigators, emphasising that the current situation was not sustainable and negatively impacted performance and well-being. The PSA demanded that the employer must create additional positions and urgently fill existing vacancies to alleviate the pressure. In response, the employer confirmed that a recruitment process was currently underway to address these staffing gaps. Furthermore, the employer indicated an intention to provide development opportunities by exposing qualified and interested employees to investigation work, as part of broader capacity-building efforts.

Annual General Meeting

The Annual General Meeting of the Office of the Public Protector took place on 4 July 2025. The Secretariat of the forum announced the vote weights as follows:

Union	Members	Percentage
PSA	260	80%
Nupsaw	5	2%

The PSA wants to thank members for their support and loyalty and is committed to assisting members with both collective and individual matters.

Employees who want to join the PSA can visit the PSA's website or contact the PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER