



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

20-10-2025

Feedback: PPSA Bargaining Forum

Performance Management Development System (PMDS) 2023/24

As members are aware, the PSA wrote a letter to the employer demanding urgent finalisation of the PMDS process for 2023/24 and 2024/25. In the Bargaining Forum meeting, the employer apologised for the delay and emphasised its response to comply with the policy and implement payments before 30 November 2025. The PSA noted the response and demanded that the employer must meet the deadline as a delay was demoralising employees. The employer assured the PSA that the disruption of the central moderation committee, which caused the delay, will not occur in future. The PSA will monitor progress and ensure that payments are implemented in November 2025.

Filling of vacant positions

The employer stated that it is filling vacant positions and others are at the final process to be filled. The employer requested managers from different units to provide Human Resources with a list of vacant positions.

Restructuring of organisation

The employer stated that it is still busy with its internal process of restructuring the organisation and update the PSA on progress. All job evaluations will be accommodated in the new structure. Members will be invited to make input once the employer's internal process is done.

Full-time shop steward/office bearers agreement

As members are aware, the PSA drafted the collective agreement on the recognition and release of full-time shop steward and office bearers for the consideration of the employer. The employer stated that it is still scrutinising the draft agreement and will provide a response in the next meeting.

Relocation of office

As reported in the previous *Informus*, the employer intends to relocate office to a more accessible area for society. The employer reported that the building that was identified was not approved by the Public Protector, and it will keep looking for a better office. The PSA is represented in the relocation committee. The PSA will ensure that employees are not affected negatively by the intended relocation of office.

The PSA is committed to assisting members with collective and individual matters. Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER