



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

22-09-2025

What's Happening at PPSA

PMDS 2023/24

As members are aware, the PSA wrote a letter to the employer demanding an urgent finalisation of the PMDS process for 2023/24 and 2024/25. The PSA further demanded that the employer should consider paying employees a pay progression for the 2 (two) PMDS cycle. The employer has since responded to the PSA and committed to finalizing the 2023/24 moderations on or before 30 September 2025 and implement payments before 30 November 2025. The employer acknowledged the interruption of the central moderation and committed to improve to minimize interruptions of the committee.

PMDS 2024/25 cycle

The employer stated that the assessments have not yet been finalised and will ensure that they conclude them on time. The employer has stated that they requested and reminded employees to submit their assessments but only one province complied. As a result, the employer issued a circular to remind employees to submit their assessments by not later than 30 September 2025 to accommodate the late submissions. The employer further stated that, failure to submit the assessments by 30 September 2025, employees will automatically be excluded from the moderation process and forfeit their pay progression. The employer stated that the trend of late submissions will no longer be tolerated in future. As result of no submission of assessments for 2024/2025 cycle the employer could not accede to the PSA's demand of 2 (two) notches,

As much as the delay comes from the employer's side, members are advised to do their part and submit their assessments on time. The PSA will continue to monitor progress on this matter, as we take performance as a serious matter.

The PSA is committed to assisting members on 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