



FOR PSA MEMBERS: **SPECIAL INVESTIGATING UNIT (SIU)**

07-08-2025

## Feedback: Consultation on performance assessment tools - weighting

As members are aware, the Performance Management Policy for the SIU was approved for implementation on 28 March 2024. The SIU subsequently engaged labour in a consultation process, of which consultation is still proceeding with the PSA. In preceding consultation sessions, the PSA expressed dissatisfaction with the tool's misalignment with job profiles and KRAs, and the issue of disproportionate weightings across diverse occupational categories, which many members regarded as unfair.

At the meeting on 4 August 2025, discussions focused on these concerns and the need for a sound amendment of its structural components, with particular emphasis on the weighting model. Suggestions on weighting distribution were made, based on the input received from members, which were in most accepted by the employer, subject to confirmation of their mandate. On the proposals received from members for the employer to consider:

- Using the last three years as an average score for measuring purposes, it responded that it will not be a fair reflection as there are employees who have been employed for less than a year in the organisation.
- To also revert to the weightings model of 1 to 10 as against 1 to 5, which members found to be more familiar, equitable, and contextually relevant. The employer indicated that the decision was to discontinue with such a model following prior engagements and compliance review processes. The employer maintained further that such a model was opening it to audit queries as it was not aligning with audit requirements and government legal prescripts and, therefore, was not an option.
- The PSA further raised concerns regarding, amongst others, the use of PIMS-related records in the determination of performance outcomes, particularly where such records are linked to the results of investigative processes. It was agreed in principle between parties that, under current circumstances, performance appraisals will be based on agreed KPAs rather than outcomes of such investigations.

Parties agreed that the employer will revert to its principals for a mandate on the PSA's proposals. The employer further clarified that this approach would remain in effect until the organisation is in a position to implement a performance management framework wherein measurable targets are mutually agreed upon between employees and managers at the beginning of each financial year, as part of the

performance agreement process. Such targets would then be actively monitored throughout the year to allow for necessary interventions.

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

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