



FOR PSA MEMBERS: **MUNICIPAL INFRASTRUCTURE SUPPORT AGENT (MISA)**

10-06-2026

Feedback: MISA DBC meeting - 9 June 2026

Performance Management and Development System (PMDS)

The employer reported that performance agreements for the 2026/27-performance cycle were completed. In addition, performance assessments for the 2025/26 cycle are currently being finalised. The employer further indicated that the approved organisational structure is in the process of being implemented. This includes the following grade progressions:

- Secretaries: Salary Level 5 to Level 7
- Administrative Officers: Salary Level 6 to Level 7
- Auditor: Salary Level 8 to Level 9

These movements are aligned with agreed performance targets, and affected employees are currently performing in accordance with the required standards.

RT57: Subsidised motor-vehicle scheme

Parties continue engagement in the development of a subsidised motor-vehicle scheme. The employer has not yet finalised the costing exercise required to determine the funding model. A bilateral meeting will be convened once the cost has been completed. Both parties have committed to expediting this matter, which remains long outstanding.

Policies

The following policies were tabled for adoption:

- Performance Management and Development System (PMDS)
- Resettlement Policy
- Overtime Policy
- Risk Management Policy
- Anti-Corruption Policy
- Gift Policy

These policies were previously consulted through the policy task team. These are old policies that were due for review. The PSA noted the adoption of these policies.

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Reuben Maleka
GENERAL MANAGER