

Major decisions from the MISA DBC — What Members Need to Know

Performance Management Development Systems

The employer reported that the 2024/25 performance cycle was finalised before December 2025 and that all qualifying employees received their pay progression on time. According to the employer, overall organisational performance has improved significantly.

RT – 57 Subsidized Vehicle

As previously reported, parties continue to engage in the development of a motor vehicle subsidised scheme. At the recent DBC meeting, the employer reported that a costing exercise is currently underway to determine the funding requirements for implementing the scheme. Once completed, they will approach National Treasury for financial support. The PSA emphasised that this scheme is a tool of trade and urged the department to explore available internal funds before relying on Treasury. The employer undertook to exhaust available revenues to ensure that this project is successful. Parties agreed to finalise this item before the end of April 2026.

Policies

The employer submitted the following policies for adoption; the policies were consulted and reviewed by the Policy Task Team on 20 March 2026:

- User Access Management Policy
- Job Evaluation Policy
- Recruitment and Selection Policy

The PSA confirmed that the policies above were consulted and reviewed at the Policy Taks Team Meeting as indicated above.

The employer highlighted their desire to table the following policies for review:

- Performance Management and Development System Policy- (old policy)
- Resettlement Expenditure Policy- (old policy)
- Overtime Policy – (old policy)

- Occupational Health and Safety policy- (old policy)
- Special Leave Policy- (old policy)
- Risk Management Policy- (old policy)
- Anti-corruption and Whistleblowing Policy- (old policy)
- Gift Management Policy- - (old policy)
- Fleet Management Policy- (new policy)

The employer undertook to submit the full policy schedule with motivations and highlight areas of change in case of old policies.

Members will be kept informed of developments.

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GENERAL MANAGER