



FOR PSA MEMBERS: **SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)**

09-10-2026

Feedback: SALGA Special Management Union Consultative Forum (MUCF) meeting - 6 October 2026

A Special MUCF meeting was convened on 6 October 2026. The PSA is the only recognised Union at SALGA and the following agenda items were discussed:

Performance agreement

The PSA raised concerns regarding the unsigned performance contract given that SALGA will embark on performance assessments, which will determine who qualifies for performance bonuses in line with the current SALGA performance policy. The concerns emanate from the fact that employees have not signed their performance agreement, which will pose a challenge when assessments are done. A further concern was regarding the role of the performance moderation committee whereby the committee amends scores agreed to between the employee and the supervisor. The PSA requested to be given a seat in the moderation committee to ensure that there is fairness and transparency during performance moderations. The employer committed to revert to the PSA after management gets approval for the request.

The PSA was also requested to submit all concerns regarding challenges with performance assessments where it will require a commitment from the employer that no employee will be penalised when payments of bonuses happen given the mentioned challenges. The employer will respond to the concerns within seven days of receipt of the correspondence. The employer also committed that it would arrange a session where a representative from Human Resources will come and clarify this issue of the performance agreement.

Recognition agreement

The PSA has organisational rights that allow the Union to convene meetings in SALGA and be consulted on issues that affect members. However, parties could not confirm if the PSA has met the threshold to be allowed to bargain given that the employer is yet to submit the PSA membership figures. The Recognition Agreement indicates that for the PSA to be granted bargaining rights, the Union's membership should be 50 +1. The employer was also reminded about the internal arrangement regarding salary increases where it will consult with the PSA before the implementation as per the practice in previous years until the Union is fully allowed to bargain for members based on the mentioned threshold.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Offices.

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GENERAL SECRETARY