

INFORMUS



FOR PSA MEMBERS: PAN SOUTH AFRICAN LANGUAGE BOARD (PanSALB)

17-12-2019

What's happening at PanSALB

Payment of Performance Assessment Bonus 2018/19 financial year

A bilateral meeting with the Employer where discussions relating to the payment of performance bonus and notch progression were made. In terms of Public Service Regulations, 2016, regulation 72(9), the outcomes of the performance assessments are implemented by 31 December of the financial year following the year of assessment. In the meeting, the Employer apologized for failure to finalise the 2018/19 assessment and awarding of pay progression on time as this was encouraged by the change in leadership and instabilities within the Organization.

Members will recall that the CEO was dismissed in March 2019, the CFO resigned in May 2019 and an Acting CFO was appointed who was later dismissed in July 2019 following the dismissal of the Manager: Human Resource in June 2019. All these led to the appointment of the Acting personnel who could not implement any decisions. As a result of this anomaly, the PSA lashed on the Employer for inability to apply consequence management as acting personnel have the same powers as the appointed personnel. The PSA demanded that this process be treated with urgency it deserves in ensuring that the Moderation Committee Induction is done in January 2020 followed by the Moderation Committee meetings in Jan/Feb 2020 to allow finalisation of the process on or before 31 March 2020 and that consequence management be applied for inconvenience that the members are subjected to.

Collapsed Bargaining Forum

Collective bargaining at PanSALB was affected by the bargaining forum that became dysfunctional and as a result, a plea to resuscitate the structure to maintain labour peace was then made with the Acting CEO. The PSA was tasked to spearhead the resuscitation process and parties agreed to meet on 7 February 2020.

Members are urged to submit agenda items on or before **15 January 2020** directly to thami.makuzeni@psa.co.za or nomonde@pansalb.org.

Members will be kept informed of the developments

Ivan Fredericks
GENERAL MANAGER