

Feedback: Special Departmental Bargaining Chamber (DBC) meeting - 17 February 2021

Performance bonuses: 2019/20-financial cycle

The employer requested this urgent special DBC meeting to provide an update to labour on progress regarding the performance bonus payout for the 2019/20-financial cycle. Members were informed that during a multilateral meeting on 11 February 2021, the employer briefed the labour representatives on the final details of the performance bonuses for the year in question. The following was provided for consideration:

- Bonus budget was projected at R7.8 million
- Level 3 - 8 employees would have received 2.5 % of their entry level, Level 9 - 10 at 1.8%, Level 11 - 12 at 1.4%, and SMS at 0.75%

However, the following update was provided to parties in the special DBC meeting:

- The bonus budget was reduced from R7.8 million to R6.9 million owing to the cost of grievances relating to outstanding bonuses for the period 2018/19
- Salary Level 3 will now receive 3 % of their salary scale (all at entry level)
- Salary level 4 - 8 employees will now receive 2.24%
- Salary Level 9 - 10 employees will now receive 1.92%
- Salary Level 11 - 12 will now receive 1.2%
- SMS will now receive 0.75%
- Pay progression will be effective as of July 2020 to all qualifying employees

Labour indicated that the employer's offer is acceptable in the circumstances that the country is confronted with owing to the COVID-19 pandemic. Parties further gave the employer a go-ahead to process the submission for the DG's signature so that these bonuses can be paid as soon as possible. Members will be updated on developments.

GENERAL MANAGER