

## UPDATE: Performance Management System Development ( PMDS)

The PSA raised a serious concern with the employer, that led to the majority of its members not benefiting from the PMDS incentive, after the introduction of a new policy and the PSA requested the following information:

- Attendance registers of our members who were workshopped/ trained on the application and assessment complying with the new PMDS policy.
- The content used to train and or workshop our members in order to comply with the new PMDS policy.

### Call for action

The PSA requests its members to provide institutional lists or reports where its members were not trained and or workshopped on the new policy. Further lists of employees who were informed by their managers that a rating of 3 shall make them eligible for the bonus and this information should be submitted to the PSA Provincial Johannesburg office to [mari.lottering@psa.co.za](mailto:mari.lottering@psa.co.za).

### Security Insourcing

The PSA has been engaging with the employer for more than two years, pursuing for security officers to be insourced permanently, and the employer has since provided to the PSA with a written approval for insourcing by the MEC. The PSA further demanded that the employer provide an insourcing plan, with timelines and lists of all security personnel that have been rendering services, over the past years to avoiding insourcing wrong people.

### Call to action

We request all our shop stewards, assisted by our members, to monitor their institutions to assist in ensuring that no securities are removed or changed with new ones (new securities).

### PNA 7 (Area Managers on Night Duty)

The PSA has been negotiating that the employer should ensure that all the Nursing Unit Managers who have been moved or appointed on permanent night duty as Area Managers should be moved to the

positions of Area Manager with responsibility, salary and all benefits of an Area Manager. The employer has informed the PSA that they are busy with an audit to determine how many nurse managers across the province are affected by this move. The employer made a commitment that they will report to the PSA after an audit was conducted, on how they plan to ensure that these nurse managers are placed on correct notches of Area Managers.

The PSA will update its members on the developments of the above mentioned items when new information is available.

#### GENERAL MANAGER