

Update: Performance Management Systems (PMDS)

The PSA held two multilateral meetings with the employer, one of them being a special multilateral meeting concluded on Wednesday, 3 March 2021. The employer tabled a PMDS offer that is in line with the new PMDS policy, which has done away with the rating of a 5 but introduced 4a and 4b.

Below is the table illustrating the total numbers of assessed employees and their ratings:

Performance ratings

Rating	Employees
1	70
2	511
3	24 663
4a	22 721
4b	4 216
Total	52 181

The new PMDS policy has changed the ratings that qualify for a bonus. Based on the new PMDS policy only the rating 4a and 4b allow for a cash bonus. The table below is the summary of employees qualifying for the cash bonus:

Total number of qualifying employees	25 218
Total rating of 4a	21 157
Total rating of 4b	4 081
Amount for the rating of 4a	R 8 600.00
Amount for the rating of 4b	R 9 741.20

The employer has committed to paying the PMDS bonus by 31 March 2021.

Mandate request: PSA members are requested to provide the PSA with written mandate **by no later than 16:00 on 8 March 2021** whether the PSA should reject or accept the tabled offer in form of the collective agreement. Please submit to mari.lottering@psa.co.za.

GENERAL MANAGER