

## What is happening in IDC?

### Human capital: Psychometric Assessment Policy

The employer presented a Psychometric Assessment Policy to the PSA for consultation. The policy is applicable to all IDC employees and aims to create an environment and framework within which psychometric assessments will be conducted appropriately, professionally and ethically. The policy will further guide and direct the use of psychometric assessments and promote equal opportunities for all people seeking employment. It provides guiding principles for conducting psychometric assessments as well as a psychometric assessment model. It is a human capital policy and therefore, Human Capital will monitor its implementation and effectiveness. Non-compliance with the policy will constitute misconduct that may be dealt with through disciplinary action. Members are urged to read the policy and provide inputs to [SherillF@idc.co.za](mailto:SherillF@idc.co.za) on or before **11 June 2021**.

### Salary negotiations 2021/22-financial year

The PSA tabled demands for salary negotiations as mandated by members. The demands were acknowledged by IDC management and preparations are underway for the commencement of negotiations. Management has not presented any offer so far, however, the PSA is optimistic that negotiations will run smoothly and parties will be able to conclude an agreement on the matters tabled.

Members will be updated on developments.

GENERAL MANAGER