

Moderation feedback: PMDS

Members will recall that the employer invited labour representatives to participate in the moderating processes to commence on 27 September 2021 in accordance with the PMDS Policy. The PSA was duly presented in the process wherein it was reported that a total of 2 830 files were received and moderated. From the total number of 2 830, 1 336 files were sent back for correction, whilst 1 494 were successfully moderated.

Members are thus encouraged to ensure adherence to the recommendations outlined by the Moderating Committee because failure to consider such might have adverse effects on final scores. It must be noted that the final performance scores have a bearing on pay progression and also on OSD. History has taught union representatives that most employees send back the same information without further motivation as requested by the Moderating Committee, which results in the allocation of low scores owing to a lack of motivation.

Subsequently, the process results in a high number of grievances, fights with managers, and blaming of union representatives who observed the moderating processes and members are advised to ensure that detailed evidence is provided. Further, when requested to provide clarity and more evidence to support the high score, compliance remains non-negotiable. Where in doubt, contact the local shop steward or supervisors to avoid being a victim of own circumstances.

For further information or to join the PSA, contact PSA shop stewards: Nkhensani Maluleke at Nkhensani.ny@gmail.com / 072 325 6137 and/or Locan Bonisiwe Sibiya at Sibiya.locs@gmail.com / 073 029 7526 or the PSA Provincial Office on (015) 295 0500.

Members will be updated on developments.

GENERAL MANAGER