

FOR PSA MEMBERS: PUBLIC PROTECTOR SOUTH AFRICA (PPSA)

30-04-2021

## Feedback: Bargaining Forum meeting

### Lack of Security: Provincial offices

As members are aware, in a previous Bargaining Forum the PSA tabled this matter, demanding that all provincial offices should be provided with security personnel on an urgent basis. The employer stated that it would implement interim measures by providing employees with panic buttons. At the last meeting, the PSA enquired about progress on installation of the alarm system. The employer reported that it was at 90% completion of the installation and is still finalising some issues with the service provider.

### Performance bonus

In the previous meeting, the PSA demanded clarity on the non-payments of bonuses for the 2020/21-financial year. The employer stated that it received instruction from National Treasury not to pay performance bonuses for the 2021-financial year, however, it is busy with the assessments for the 2020/21-financial year and employees will be paid after the completion of the assessment process. The PSA demanded that employees should be paid what is due to them because they were not informed on time. The discussions are still unfolding in the forum and members will be kept informed. Currently, however, the position of the employer is that there was no money allocated for the 2021/22-financial year and that no bonuses will be paid. Members will be informed of the outcome of discussions.

### Long-service awards

The PSA tabled this item, demanding to know why employees who qualified for long-service awards were not paid. The PSA demanded that the employer must comply with the policy and pay employees who qualified. The employer stated that it does not have funds to pay long-service awards. The PSA advises members who qualified and did not receive payments to lodge grievances and to keep the PSA informed of the response from the employer for further assistance and enforcement.

Members will be informed of developments.

GENERAL MANAGER