

What is happening at the Presidency?

Performance bonus financial implications on PMDS for 2019/20

The employer at the Presidency reported that management met on 15 March 2021 to finalise moderation of the 2019/2020-performance cycle given the number of staff who qualified. It was pointed out that the number of employees who qualified exceeded the 0.75% compensation budget which amounted to R2 658 000. The employer is supposed to consult with labour as per the PMDS policy on this matter but the PSA's view is that engagement for this period was not meaningful and the PSA indicated that going forward this needs to be rectified by parties.

The moderations for top management have also been finalised, according to the employer. The outcome of performance bonuses for the 2019/20-financial cycle was presented as follows:

	Category A Ranges	Recommended Category A	Category B Ranges	Recommended Category B	Category C Ranges	Recommended Category C
2- 10 & OSD (MR 1-4)	Up to 18%	4%	Up to 10%	2.6%	Up to 5%	1.6%
11- 12 & OSD (MR 5-6)	Up to 14%	3.5%	Up to 10%	2.6%	Up to 5%	1.6%
OSD (LP9-10) & SMS	Up to 14%	3.5%	Up to 10%	2.6%	Up to 5%	1.6%

A members' meeting was held on 18 March 2021 where members indicated their position in terms of the offer. The majority at the meeting indicated their acceptance of the offer but indicated vigorous engagement needs to take place going forward. The acceptance was also based on the limited timeframe with regards to implementation and the end of the financial year.

Members will be updated on developments.

GENERAL MANAGER