

FOR PSA MEMBERS: **HUMAN SCIENCES RESEARCH COUNCIL (HSRC)**

09-12-2024

What is happening in HSRC?

Once-off annual bonus update

During the recent consultative forum, the employer presented a deficit budget, attributing this to reductions in its parliamentary grant and cost overruns on research projects.

In response to concerns raised by the PSA regarding employee morale and recognition, the PSA engaged directly with the CEO to explore the feasibility of once-off bonuses for employees based on the entity's performance. The CEO acknowledged the PSA's request but highlighted that the current financial deficit posed significant challenges to granting bonuses in December. The PSA, however, urged the CEO to explore alternative funding options to ensure employees receive the recognition they deserve. The CEO committed to reassessing the financial situation at the end of the financial year. Should there be a surplus, she expressed her support for a once-off bonus payment to all employees. As an interim measure, the employer offered an extended closure period during the December holiday season to offer employees additional time off.

The PSA will continue to monitor the financial developments and advocate for the interests of members. Updates will be communicated at the end of the financial year. The PSA remains optimistic that the organisation will achieve a surplus, allowing for bonuses to recognise employees' dedication and contributions. The PSA reaffirms its commitment to protecting the rights and interests of members and ensuring they receive the recognition they deserve. Members will be kept informed of the developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER