



INFORMUS

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FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED (IDC)**

29-08-2024

Update: IDC - Arbitration for 10% bonus reduction

The previous *Informus* refers (copy can be found on the PSA website at www.psa.co.za). The PSA declared a dispute regarding unfair labour practices related to the IDC's failure to provide full benefits associated with the Non-Pensionable Allowance (NPA) and the Short-Term Incentive (STI).

The arbitration process for this dispute started on 10 June 2024, during which the PSA presented its case. The IDC called its witness, the interim Chief Executive Officer (CEO), who delivered his testimony. However, owing to time constraints, the CEO could not be cross-examined, leading to a postponement of the matter by mutual agreement to 23 July 2024.

On 18 July 2024, IDC submitted a request for postponement, stating that the CEO was required by the Minister of Trade, Industry, and Competition to attend a Parliamentary meeting on 23 July 2024. Since the CEO's testimony was incomplete without cross-examination, it was impossible to continue the arbitration in his absence. The CCMA Commissioner granted the postponement, and it was agreed that the arbitration would resume on 26 July 2024.

The arbitration concluded on 26 August 2024, following the cross-examination of the employer's witness. Parties involved will submit their written closing arguments to the CCMA on 2 September 2024. After the submission, the Commission is expected to submit the arbitration award to the CCMA within 14 days, which will then be issued to parties after quality assurance.

Members will be updated on developments.

Employees interested in joining the PSA can visit the PSA's website (www.psa.co.za), email ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER