



FOR PSA MEMBERS: **MUNICIPAL INFRASTRUCTURE SUPPORT AGENT (MISA)**

26-02-2025

Feedback: MISA DBC meeting

Performance Management and Development System (PMDS)

The employer reported that pay progression for the 2023/24-financial year has been implemented. Although it was due on 1 July 2024, payments were only made in December 2024. The Persal system automatically backdated ancillary allowances linked to salary notches.

MISA Organisational Development (OD)

The employer confirmed that the MISA structure was consulted at task-team level, with the PSA actively participating in the process. The employer will share the implementation plan on 7 March 2025 to allow organised labour to consult with their members. The PSA will arrange a member engagement session to discuss the implementation plan. Parties will have until 20 March 2025 to raise any concerns with the employer.

Recruitment: Union observation

The Secretariat clarified that this agenda item falls under PSCBC Resolution 2/2025, which is subject to research, investigation, and negotiations at the PSCBC. Given this, the PSA agreed to remove the item from the agenda as it is already under discussion at the PSCBC.

Subsidised vehicle scheme

The employer intends to introduce a subsidised vehicle scheme and is currently conducting research. The matter has been deferred to a task team for further deliberation.

Policies for review

The employer tabled the following policies for review:

- **Asset Management:** Defines the framework for asset management in compliance with regulations.
- **Loss Control:** Manages losses, claims, and debtors while documenting processes and procedures.
- **Communication:** Establishes a regulatory framework for communication within MISA.
- **MISA Young Graduates:** Provides a framework for managing Young Graduate/Candidacy programs.
- **Acting Appointments:** Defines parameters for acting appointments at senior or lateral levels to enhance service delivery.

- **Funeral and Bereavement:** Guides employment practices related to workplace death and bereavement.
- **Training, Education, and Development:** Establishes a framework for managing training and development.
- **Internship:** Provides direction for the management of internship programs.
- **Employment Equity:** Regulates transformational goals to ensure workforce representativity.
- **Bursary:** Establishes the framework for granting and managing bursaries at MISA.
- **Physical Security:** Sets out responsibilities and security measures to protect officials, prevent unauthorized access, and counteract threats such as fraud and corruption.
- **ICT Security:** Defines principles and guidelines for the secure use of IT resources in MISA.

Members are encouraged to review the above-mentioned policies and submit their inputs to velucia.maluleke@psa.co.za on or before **7 March 2025**.

Members' input is essential to ensure that these policies align with the needs and concerns of employees.

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