

FOR PSA MEMBERS: **VANDERKLOOF DAM (WATER USERS ASSOCIATION) –  
FREE STATE**

09-05-2022

## Update: Consultation on policies

A consultation meeting was held on 4 May 2022 to have a presentation on policies to be adopted in the Company for input from all parties. Members will remember that during the previous meeting the employer was tasked to draft a new salary model. The employer appointed a service provider who will deal with all these processes and make recommendations, based on the operational needs of the Company. The employer invited the service provider to present the following policies to all parties for input at a later stage:

- Violence and Harassment policy
- Special Leave policy
- Absenteeism and Abscondment policy
- Incapacity policy and procedures
- Disciplinary policy and procedure
- Grievance policy and procedure

Parties agreed that the service provider will present other policies during the next meeting and will also present the new salary model for consultation with the employer. The PSA will follow its internal processes by studying all these policies and give an informed decision.

The next meeting will be held on 22 June 2022 and members will be informed of developments.

GENERAL MANAGER