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FOR PSA MEMBERS: **DEPARTMENT OF WATER AND SANITATION (DWS)**

07-11-2023

Feedback: Task team meeting - 6 November 2023

GPSSBC Resolution 1/2018

Members will recall that in the DBC held on 17 October 2023, parties resolved to have a task team meeting on 6 November 2023 to discuss outstanding matters of GPSSBC Resolution 1/2018. Parties met and agreed that most of the issues in the Resolution (clause 4.1 a-j) have been addressed or substantial progress has been made. The only outstanding issue is on clause 4.1(e), which states that: “remuneration of employees at salary level 1 to 4 who are performing work of a higher salary level (in doing so, this should not result in downgrading of these employees)”. The collective agreement is *attached*.

The PSA is continuously receiving complaints regarding the non-implementation of the Resolution, particularly the above-stated clause. After deliberations, parties agreed that the employer would address all cases where there was proof or evidence that the employees were performing duties on a higher level. Members on salary levels 1 to 4 who are performing work of a higher level must submit their performance agreements of at least two financial years to NwailaJ@dws.gov.za by **15 November 2023**.

Employees who want to join the PSA can visit the PSA’s website (www.psa.co.za), send an email to ask@psa.co.za, or contact the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER