

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

08-12-2023

## Special Departmental Bargaining Chamber (DBC) meeting - 5 December 2023

### Payment of performance bonus for section-76 employees: 2022/23-financial year

The employer proposed to pay 50% of performance bonuses for section-76 employees, citing financial constraints. It further indicated that it had compiled a submission for approval by the Director-General for the payment of a 50%-performance bonus. The PSA raised discontentment that the employer had already decided to pay 50% of the bonus before consultation with labour was concluded in the DBC. Labour proposed that the employer should pay the 50% before the Christmas break and make a concrete proposal of paying the outstanding 50% later. The employer indicated that it does not have a mandate to engage on the proposal by labour but is willing to take the proposal to its principals for a mandate. Parties agreed that the employer would submit a draft proposal on 7 December 2023 on how to resolve this impasse, which labour will use to seek a mandate from members.

### Transfer of employees to Catchment Management Agencies (CMAs)

Members will recall that in the last DBC held on 28 November 2023, the employer committed to sharing documents requested by labour before the meeting. The employer, however, only shared those documents during the meeting. Labour raised displeasure that the employer was not engaging in good faith, *i.e.*, not providing complete information; providing information late, *etc.* Labour reiterated its concerns that it was handicapped by not being provided with complete and accurate information because the employer was not committed to this process. Labour proposed that this process be driven by a senior commissioner from the CCMA and the employer supported the proposal.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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