

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

29-11-2023

## Transfer of employees to Catchment Management Agencies

Members will recall the employer informed labour in the Departmental Bargaining Chamber (DBC) meeting held on 12 July 2023 that it intends to transfer some 600 employees to Catchment Management Agencies (CMAs) on 1 April 2024 and that consultation would take place at the appropriate time. Labour bemoaned that, in the meantime, there was communication being sent to employees regarding this matter whilst the formal consultation process had not started. Such communication caused anxiety and apprehension amongst employees. Furthermore, labour raised a concern regarding the tight deadline for the consultation process between now and 31 March 2024.

The employer indicated that it took longer than expected in finalising the draft transfer agreement to be tabled for consultation to commence. Furthermore, the employer re-committed to sending the following documents that were requested by labour in the last DBC: Project plan (road map); communications strategy and change management strategy before 5 December 2023. The employer expressed confidence and optimism that consultation would be finalised by 31 March 2024. Parties agreed to engage further on this matter in the special DBC scheduled for 5 December 2023 where the employer will also indicate when it will table the draft transfer agreement.

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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