

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

01-03-2024

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

Members were previously informed that parties agreed to a process of facilitation regarding the transfer of employees to Catchment Management Agencies. The facilitation took place on 27 and 28 February 2024, chaired by a Senior Commissioner from the CCMA. The employer made six presentations to labour (*copies available from PSA Provincial Offices*). The reason for the presentations was to demonstrate that 1 April 2024 is not feasible for employees to be transferred to the CMAs. The employer therefore proposed that employees be seconded in terms of the *Public Service Act* to the CMAs as an *interim* measure for a period not exceeding 12 months.

In the last meeting, parties agreed that the employer would develop a road map for the transfer process and present it to labour in the next meeting. The employer has failed to do so but instead came up with a proposal for secondment of employees. The employer proposed that parties enter into a secondment agreement to agree on the terms and conditions of the secondment before 31 March 2024. The PSA indicated that it does not have a mandate to enter into discussions regarding the secondment of employees to the CMAs.

The PSA is of the view that the secondment of employees to the CMAs may be a disguised transfer and those employees may never return to the Department. The PSA raised concerns that the seconding of employees to CMAs that are not operational and with no systems in place will leave employees redundant and frustrated. The PSA rejected the employer's proposal for temporary secondment of employees pending a mandate from members. Members are requested to indicate whether they accept the employer's secondment proposal or not by indicating on the *attached* mandating form **not later than 11 March 2024**. The mandating form must be sent to Kagisho Kagisho at [Kagisho.kagisho@psa.co.za](mailto:Kagisho.kagisho@psa.co.za).

Members will be informed of developments.

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