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

26-04-2024

## Update: DWS - Special DBC meeting - 23 April 2024

### Catchment Management Agencies (CMAs)

Members are aware that consultation regarding the transfer of employees from the Department (DWS) to various CMAs started last year and is ongoing. Parties held a special Departmental Bargaining Chamber (DBC) meeting on 23 April 2024, where the employer formally tabled the draft transfer agreement. The employer made a presentation that outlined the process undertaken so far. Furthermore, the employer indicated that the Department has signed a memorandum of understanding (MOU) with various CMAs in the meantime, which will be terminated when the transfer agreement is finalised by parties.

Labour raised two main concerns that required the indulgence of the employer before engaging in the draft transfer agreement. Firstly, the organisational structures of the CMAs where employees are supposed to be transferred have not been finalised. Secondly, some employees are already forced to sign performance agreements with the CMAs before the transfer agreement is finalised. The employer acknowledged that the organisational structures of some of the CMAs were not finalised and indicated that that it was wrong for employees to be forced to sign performance agreements with the prospective CMAs currently.

After the meeting, the employer shared the organisational structures of two CMAs that were recently approved. The employer committed to sharing the structure of the Pongola-Umzimkulu Catchment Management Agency (PUCMA) by 26 April 2024. The employer agreed to grant labour 30 days to consult its members and get inputs on the draft agreement. Members who are forced to sign performance agreements with the prospective CMAs must contact the PSA Chief Negotiator. Members are encouraged to submit their inputs on the draft transfer agreement to the PSA Chief Negotiator at: [kagisho.kagisho@psa.co.za](mailto:kagisho.kagisho@psa.co.za) by **10 May 2024**. Furthermore, the PSA will conduct consultations virtually with all provinces within the next 30 days and affected members are encouraged to attend and take part during those consultations.

Members will be informed of developments.

Reuben Maleka  
GENERAL MANAGER