



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

05-09-2025

Feedback: DWS Special Departmental Bargaining Chamber

Payment of performance bonuses for section-76 employees for 2024/25

Members are aware that parties signed a collective agreement for the employer to pay 100% performance bonus for the 2024/25-financial year. In terms of the agreement, the performance bonuses will be processed by the end of August every year. Organised labour raised discontentment that the bonus for the 2024/25-financial year has not been paid, despite several follow ups and enquiries by organised labour, and requested an update on this matter.

The employer indicated owing to challenges beyond its control, the payment of bonuses could not be made by end of August but committed its willingness to honour the collective agreement. The employer indicated that it has submitted a request for approval from National Treasury to pay the performance bonuses 100% in line with the collective agreement and is still awaiting the approval.

The employer indicated that it is prioritising this matter and will provide daily updates to organised labour through emails until this matter is resolved. Furthermore, the employer indicated that for employees on Persal, the bonuses will be paid using scheduled special runs, but the actual date will be communicated after approval has been granted. Employees on SAP will receive the bonuses on 26 September together with their monthly salary as SAP does not have special runs.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER