



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

07-08-2025

Feedback: DWS Departmental Bargaining Chamber (DBC)

Vote weights

The following vote weights were presented:

Trade union	Membership	Vote weight
PSA	2 675	48.48%
Nehawu	2 765	50.11%
Popcru	78	1.41%

The PSA noted the vote weights as presented. The vote weights show a substantial increase in membership and the PSA is committed to ensuring that members' rights and interests are protected.

GPSSBC Resolution 1/ 2018

Members will recall that in 2018, the employer and organised labour entered into a collective agreement (GPSSBC Resolution 1/2018) to end a strike that was ongoing. Parties agreed that most of the issues in the Resolution have been resolved, except for the item on *remuneration of employees at level 1-4 who are performing work at a higher level* and the review of *conditions of service for section-76 employees*. The PSA raised concern that these matters are long-outstanding owing to the unavailability of the employer in the task team to finalise these matters. Parties agreed to have a task team meeting on 25 August to engage on these matters.

Policies

- Housing policies
- Fleet management policies
- Subsistence and travel policy
- Overtime policy
- Resettlement policy
- Records management policy
- Debt management policy

The employer reported that these policies are at various stages of consultation with organised labour. Parties agreed to have a task team for further engagement in the policies on 18 August 2025.

Payment of outstanding performance bonuses for section-76 employees: 2021/22, 2022/23, 2023/24, and 2024/25

Members are aware that the employer has not been paying full bonus to section-76 employees for the past three financial years, citing financial constraints. It was previously reported that the employer has tabled the following proposal in response to the demand by organised labour to pay outstanding bonuses:

- Additional 20% for 2022/23-financial year to be paid in 2025/26-financial year
- Additional 30% for 2023/24-financial year to be paid in 2026/27-financial year
- 100% for 2024/25-financial year to be paid by end of August 2025.

The employer did not offer to pay any augmentation for the 2021/22-financial year owing to financial constraints. The PSA indicated that it is in the process of concluding its mandate from members and will revert to the employer after concluding its mandating process.

Shortage of parking

Members will recall that the PSA previously raised concerns regarding the shortage of parking bays at the DWS Head Office, as employees are forced to park their vehicles on the streets. The PSA demanded that the employer must address this challenge by increasing parking facilities. In response, the employer indicated that the Department has submitted a request to the Department of Public Works and Infrastructure for the procurement of additional parking and is currently awaiting feedback. The PSA expressed dissatisfaction, noting that the employer had previously committed to resolving this issue in the current financial year following a new budgetary allocation. However, several months into the new financial year, the matter remains unresolved. The employer has committed to providing a progress update at the next DBC meeting.

Transfer of employees and organisational structure: Catchment Management Agencies (CMAs)

Members will recall that during the consultation process, the employer presented the approved organisational structures of all CMAs. However, several positions were missing from these structures, particularly those relevant to employees considering transfers. Organised labour requested updated organisational structures for all CMAs. The employer has confirmed that it is currently updating these structures and will share the revised versions with organised labour once completed.

Members were previously informed that the draft transfer agreement on CMAs was signed by the majority parties on 26 May 2025. The employer is currently conducting roadshows on the signed transfer agreement with organised labour across all provinces to engage affected employees. One of the fundamental principles of the transfer agreement is that employees will have the right to choose whether to transfer to the CMAs or remain with the Department of Water and Sanitation. The PSA has requested a copy of the draft letter that will be issued to employees, providing them with the option to remain or transfer to CMAs. The employer committed to sharing this draft letter with organised labour by 8 August 2025. Members will be kept informed of developments.

National Water Resources Infrastructure Agency (NWRIA)

Members were previously informed that the *NWRIA Act* was promulgated on 2 September 2024, paving the way for the establishment of the agency. The employer reported that significant work is still required before this matter can be tabled for consultation and indicated that there is currently no substantial progress to report. The PSA reiterated its position that it does not support the establishment of agencies, citing concerns regarding their lack of financial sustainability.

RQIS transport

Members were previously informed that the employer tabled a matter regarding the provision of transport for employees in the Resource Quality Information Service (RQIS) unit based at Roodeplaar. Since the 1970s, these employees have been provided with transport to and from work at a cost of R42. The employer indicated that this amount has not increased in line with inflation and that it has become unaffordable to sustain the current arrangement. Approval for the existing arrangement will end on 31 August 2025. Parties agreed to convene a task team meeting within a week to explore possible solutions to this matter.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER