



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

15-10-2025

Feedback: DWS Special Departmental Bargaining Chamber

Operationalisation of Catchment Management Agencies

Members were informed that the transfer agreement to Catchment Management Agencies (CMAs) was signed by the majority parties on 26 May 2025. The employer made a presentation (*attached*) on the status regarding CMAs and the change management report. The employer submitted a draft or proposed transfer letter that will be sent to employees who wish to transfer to CMAs. Members who wish to make inputs on the *attached* draft transfer letter must submit their inputs to ChokoeK@dws.gov.za by **20 October 2025**.

The employer indicated that the Vaal Catchment Management Agency (VOCMA) and Mzimvubu-Tsitsikamma Catchment Management Agency (MTCMA) organisational structures (*attached*) have been approved by their respective boards. The PSA raised concern that the structures of both CMAs were approved without consulting affected employees, as agreed. Members are requested to submit inputs or concerns on the two structures to ChokoeK@dws.gov.za by **20 October 2025**.

Performance bonus: Section-76 employees

Members are reminded that a collective agreement was previously concluded to augment performance bonuses for Section-76 employees for previous financial years where bonuses were not paid in full. In terms of the agreement, the following payment conditions were agreed upon:

- 20% for 2022/23-financial year to be paid in 2025/26-financial year to qualifying employees.
- 30% for 2023/24-financial year to be paid in 2026/27-financial year to qualifying employees.
- 100% payment for 2024/25- and 2025/26-financial years to qualifying employees.
- All payments are to be made by 31 August 2025 of the respective financial years.

The PSA is pleased to report that the employer has complied with the terms of the agreement, and all applicable payments were processed in September 2025. The PSA appreciates the cooperation by the employer in honouring this agreement and will continue to monitor compliance with future commitments to ensure that members receive their due benefits.

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

Reuben Maleka
GENERAL MANAGER