



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

23-06-2025

DWS special Departmental Bargaining Chamber – 19 June 2025

Transfer of employees to Catchment Management Agencies (CMAs)

Members are informed that ongoing engagements between parties have led to the finalisation of a transfer agreement. The employer indicated that the agreement has been signed by the majority unions. Although the PSA did not receive a mandate from members to sign the agreement, it is considered effective owing to the support of the majority parties. A key principle of the agreement is that affected employees will be given a choice: They may either transfer to the Catchment Management Agencies (CMAs) or opt to remain with the Department. Employees who choose to stay will be placed in alternative suitable positions by the employer. Parties will develop a roadmap to engage affected employees and implement the transfer process accordingly. Members requiring assistance or further information are encouraged to contact the PSA Chairperson at ChokoeK@dws.gov.za. The PSA will keep members informed of developments.

Performance bonus: Section-76 employees

Members are reminded that performance bonuses for Section-76 employees have been paid at 50% for the past three financial years. Organised labour has consistently advocated for the augmentation of the outstanding portions of these bonuses. In response, the employer has proposed the following:

- 20% for the 2022/23-financial year, to be paid in the 2025/26-financial year
- 30% for the 2023/24-financial year, to be paid in the 2026/27-financial year
- 100% performance bonuses to be paid from the 2025/26-financial year onwards

Organised labour requested the employer to increase the offer to 40% for both the 2022/23- and 2023/24-financial years, given that the 2021/22-financial year remains unaddressed. Labour has also requested that the outstanding bonuses be paid in the current financial year. The employer, however, indicated that owing to financial constraints, it cannot improve the offer or process all outstanding payments in this financial year. Affected members are now requested to provide a mandate on whether to accept or reject the employer's offer. Kindly submit your response to: ChokoeK@dws.gov.za by **27 June 2025**.

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

Reuben Maleka
GENERAL MANAGER