



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

16-09-2026

Feedback: Special Departmental Bargaining Chamber – 16 September 2026

Performance bonus: Section-76 employees

Members will recall that parties entered into a collective agreement (*attached*) regarding the payment of performance bonuses for Section-76 employees over a three-year period. A key provision of this agreement is that the employer must effect payment of the bonus by 31 August each year. Regrettably, the employer has failed to honour this obligation by not paying the bonus by 31 August 2026.

The PSA demanded that the employer be held accountable for its non-compliance with the collective agreement and to commit to a specific date for payment of the performance bonus. In response, the employer indicated that it is experiencing cash-flow challenges, prioritising the payment of salaries, and has requested approval from National Treasury to shift funds or, alternatively, to pay the bonus from the main account. The employer indicated that, after obtaining approval from National Treasury, it will seek authorisation from the DPSA to lift the function on payment of bonus to effect payment. Furthermore, the employer stated that it is unable to provide a specific payment date, as the process is dependent on other stakeholders, namely Treasury and the DPSA.

The PSA demanded that the employer must pay the bonus by 9 October 2026, a deadline to which the employer agreed. In addition, parties resolved that the employer would provide regular feedback whenever tangible updates become available until the matter is fully resolved.

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

Reuben Maleka
GENERAL SECRETARY