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

17-11-2026

Feedback: Facilitation meeting – 12 November 2026

Performance bonus: Section-76 employees

Members will recall that parties entered into a collective agreement 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 affect payment of the bonus by 31 August each year. Regrettably, the employer failed to honour this obligation by not paying the bonus by 31 August 2026. The PSA demanded that the employer be held accountable for non-compliance with the collective agreement and to commit to a specific date for payment of the performance bonus. The employer indicated that it received approval from National Treasury to shift funds from one account to another for the payment of the performance bonus. The employer indicated that it was unable to provide a date of payment because the submission for the payment of the bonus was enroute to the Director-General (DG) for approval. The PSA rejected the submission by the employer for its inability to commit to a payment date and requested that the meeting be adjourned for the employer to establish a firm date of payment.

Following a short adjournment, the employer advised that it was unable to reach the DG and the Chief Financial Officer (CFO). Consequently, the employer undertook to provide a date of payment by 16 November 2026. The PSA noted the employer's undertaking but expressed dissatisfaction with the employer's apparent disregard for an existing collective agreement, emphasising that such conduct undermines collective bargaining.

The employer informed organised labour via email on 16 November 2026 that it was currently unable to confirm a payment date, citing the Department's precarious financial position. According to the Department, the matter has been escalated to the Minister's office for intervention and support. Organised labour was requested to exercise patience whilst the matter was receiving attention at that level. Regrettably, the employer remains unable to commit to a definitive payment date at this stage. The PSA will continue to follow up on the matter with the employer, whilst simultaneously exploring all available avenues to secure a resolution and ensure that affected members receive payments due to them.

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

Reuben Maleka
GENERAL SECRETARY