



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

19-05-2026

Feedback: DWS Departmental Bargaining Chamber (DBC) - 15 May 2026

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 resolve a strike that was underway at the time. Whilst most of the issues contained in the agreement have since been resolved, two matters remain outstanding, namely:

- Remuneration of employees on salary levels 1 to 4 who are performing duties at a higher level, and
- Review of conditions of service for employees appointed in terms of section 76.

The employer previously reported that only five employees from the list submitted by the PSA qualified for an upgrade. In addition, the employer indicated that a further 26 employees were currently being verified to determine whether they also qualify, with the intention of addressing all qualifying cases collectively. The PSA expressed dissatisfaction with the employer's response, noting that the employer had failed to comply with the previous Resolution requiring a report on the five identified employees. The employer committed to providing a consolidated update on both the five employees and the additional 26 employees by 8 June 2026. On the review of conditions of service for section-76 employees, the employer indicated that the draft document would be tabled once internal processes have been concluded. The PSA noted the employer's submission.

Policies

Housing Policies, Fleet Management Policies, Compliance Policy, Privacy Policy, and Debt Management Policy

The employer reported that these Policies are various stages of consultation with organised labour. Parties agreed to have a task team for further engagement on the policies on a date to be agreed by parties.

Shortage of parking

Members will recall that the PSA previously raised concerns regarding the shortage of parking bays at the DWS Head Office and requested that the employer increase parking facilities, as employees are compelled to park their vehicles on the streets. The employer indicated that a submission was made to

the Department of Public Works and Infrastructure for the procurement of additional parking. However, it was acknowledged that the process has been progressing slowly. The PSA expressed dissatisfaction with the pace of this process and subsequently referred the matter for facilitation.

Transfer of employees to Catchment Management Agencies

Members are reminded that the draft transfer agreement for Catchment Management Agencies (CMAs) was signed by the majority of parties on 26 May 2025. The employer confirmed receipt of the names of representatives from organised labour who will serve on the task team. This task team was established to address and manage all challenges arising from the transfer of employees to CMAs. Members who are experiencing any difficulties or challenges related to the transfer process are encouraged to report such matters directly to Koena Chokwe at: ChokoeK@dws.gov.za.

National Water Resources Infrastructure Agency (NWRIA)

Members were previously informed that the *National Water Resources Infrastructure Agency (NWRIA) Act* was promulgated on 2 September 2024, paving the way for the establishment of the Agency. The employer delivered a presentation to provide an update on progress made in this regard. The PSA reiterated the position that the Union does not support the establishment of agencies, citing concerns about their financial sustainability. Parties agreed that the presentation was for information-sharing purposes only, and that formal consultation regarding the transfer of employees would take place at an appropriate time.

Request for reinstatement of rotational system Work both from home and office

Members were previously informed that organised labour had tabled a demand for the reinstatement of hybrid or remote working arrangements. The PSA indicated that the document submitted by the employer previously, titled Business Continuity, which was circulated for input, does not align with this demand, as it is primarily focused on ensuring that the Department's operations continue during unforeseen disruptions rather than addressing remote working arrangements. The employer acknowledged the concerns raised and indicated its willingness to consider the demand by organised labour. The employer also undertook to engage its principals on the matter and to benchmark with other government departments that have implemented remote working policies. The employer committed to providing feedback at the next meeting.

Contracts: Vlakfontein

Members will recall that employees at Vlakfontein canal are employed on fixed-term contracts, which have been renewed on several occasions. These contracts were due to expire on 31 March 2026 but were subsequently extended based on demands by organised labour and are now set to end on 31 May 2026. The extension is attributed to organised labour to keep the employees employed. The PSA requested the employer to extend these contracts by an additional month, up to 30 June 2026. In response, the employer has undertaken to engage its principals on the PSA's request and committed to providing formal, written feedback by 21 May 2026.

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

Reuben Maleka
GENERAL MANAGER