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

19-11-2026

Feedback: Departmental Bargaining Chamber (DBC) – 18 November 2026

Performance bonus: Section-76 employees

Members were informed that this item was escalated to the Minister's office for intervention owing to the employer's failure to honour a collective agreement to pay the performance bonus of Section-76 employees by 31 August 2026. The PSA requested that this item be prioritised owing to its urgent nature, as employees continue to experience uncertainty and frustration. Following an extended adjournment of the meeting, the employer advised that the Chief Financial Officer was currently conducting an assessment to identify funds for payment of performance bonuses. The employer further indicated that this exercise could take some time and, consequently, was unable to provide an immediate payment date during the meeting. As a result, the employer requested patience from organised labour and undertook to provide a confirmed payment date by 20 November 2026.

Regrettably, the PSA has been informed that some Section-76 employees across the Country have engaged in protest action to express dissatisfaction and demand payment of outstanding performance bonuses. Whilst the PSA fully understands and shares the frustration experienced by affected employees, the Union does not support these protest actions or work stoppages, as these have not followed the prescribed legal processes and may expose participants to disciplinary action. The PSA therefore calls on members to remain calm and exercise patience whilst allowing the employer an opportunity to honour its undertaking to provide organised labour with a definitive payment date **by 20 November 2026.**

Members are encouraged to attend a virtual members' meeting scheduled for **23 November 2026**, where the latest developments on this matter will be discussed. Details of the meeting will be communicated through the respective Provincial Chairpersons.

The PSA remains actively engaged in addressing this matter and is committed to protecting the interests of members. The PSA remains hopeful that an amicable solution will be reached and will continue to keep members informed of all significant developments.

Parties agreed to adjourn the meeting until this matter has been resolved. The meeting will proceed with the remaining agenda items on a date to be mutually agreed upon by parties after this matter has been resolved.

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

Reuben Maleka
GENERAL SECRETARY