

Feedback: DWS Departmental Bargaining Chamber (DBC)

Collective agreement (GPSSBC Resolution 1/2018)

This matter relates to a collective agreement that was signed in 2018 to end a prolonged strike. One of the conditions to be fulfilled was equal pay for work of equal value. The PSA previously requested members who were affected to submit their performance agreements, which were shared with the employer. The employer indicated that out of the 30 agreements submitted, only seven employees qualify for upgrade. The employer indicated that it still needed to do some verification on whether those employees have the required trade test before initiating the upgrades. The employer committed to reverting to organised labour after doing verification by 28 February 2026. The PSA raised displeasure at the slow pace at which the employer is processing this matter. The PSA indicated that it would explore other avenues of the rest of employees whom the employer indicated do not qualify for upgrade.

Review: Conditions of service

As members may be aware, the conditions of service of section-76 employees are reviewable every five years. The employer indicated that it was still busy with internal processes of finalising the proposed amendments to the current conditions and would revert to organised labour in due course for consultation. The PSA noted the employer's submission.

Policies

- Housing policy
- Fleet management policy
- Compliance policy
- Privacy policy
- Resettlement policy
- Debt management policy

The employer indicated these policies were at various stages of consultation. Parties agreed to have a task team meeting on 3 and 4 March 2026 to finalise consultation. Thereafter, organised labour will be allowed time to seek a mandate to adopt the policies.

Rotational system and remote work

Members will recall that organised labour made the demand for remote work after it was withdrawn. The employer indicated that it shared a document from the Business Continuity Unity that is conducting a survey on this matter and requested for inputs from organised labour. Members are requested to submit their inputs on the *attached* document to ChokoeK@dws.gov.za by **27 February 2026**. Parties agreed to engage further on this matter in the next meeting.

Parking

Members were previously informed that the employer undertook to engage the Department of Public Works and Infrastructure (DPWI) to secure more parking spaces. The employer indicated that there has not been much progress as it was still waiting for the DPWI to revert. The PSA raised displeasure as it had proposed alternatives as an interim measure for employees to be reimbursed for using secure parking, which was rejected by the employer. The employer committed to follow up with the DPWI and provide feedback by 26 February 2026 and thereafter provide an update every two weeks until this matter has been resolved.

National Water Resources Infrastructure Agency (NWRIA)

The employer indicated that there has not been much progress from the last meeting on this Bill, which establishes a state-owned agency and will trigger transfer of employees in terms of section 197 of the *Labour Relations Act*. The employer further indicated that there was a communique by the Director-General to employees to provide a status update on this matter (*attached*). The PSA noted the submission by the employer with the understanding that the employer has merely been sharing information up to this point on this matter and that proper consultation will take place at the appropriate time.

Catchment Management Agencies (CMAs)

Members were previously informed that the transfer agreement was signed by the majority parties. The employer indicated that it was busy with onboarding processes of transferred members. The employer requested that parties finalise the terms of reference of the task team to be able to deal with outstanding matters regarding the transfer, *i.e.*, organisational rights of unions admitted to the GPSSBC. Members are requested to submit their inputs on the draft terms of reference of the task team to ChokoeK@dws.gov.za by **27 February 2026**.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every DBC engagement. Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER