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

23-11-2026

Performance bonus: Section-76 employees

Members were previously informed that the employer had undertaken to provide feedback on 20 November 2026 regarding the payment date of the performance bonus for the 2025/26-financial year. The PSA is pleased to inform members that the employer has confirmed that the full 100% performance bonus for the 2025/26-financial year will be paid on **3 December 2026** for Persal employees and on **11 December 2026** for employees on SAP.

Members will further recall that this payment will be accompanied by the outstanding 30% performance bonus for the 2023/24-financial year. Consequently, eligible employees will receive a combined performance bonus equivalent to 130%, comprising the 100% bonus for 2025/26 and the outstanding 30% bonus for 2023/24.

The PSA extends sincere gratitude and appreciation to members for their patience, support, and trust in the Union throughout these engagements. As a worker-centered Union, the PSA is committed to the ongoing advancement, protection, and promotion of workers' rights and interests.

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

Reuben Maleka
GENERAL SECRETARY