



FOR PSA MEMBERS: **WATER RESEARCH COMMISSION (WRC)**

10-06-2026

Feedback: WRC Bargaining Forum meeting - 9 June 2026

Outcome: Performance management -2024/25

The PSA raised concern that contract workers have not received pay progression for the 2024/25-financial year, as was the practice in previous years. The employer requested time to verify whether the affected employees qualify for pay progression and undertook to address the matter accordingly. It was agreed that the PSA will provide a list of affected employees after the meeting, and the employer will confirm by 11 June whether they qualify for pay progression.

Draft Harassment Policy

The PSA indicated that the Harassment Policy was approved despite consultations with organised labour not having been concluded. In response, the employer indicated that organised labour had been afforded sufficient time to provide input. However, the employer agreed to allow the PSA additional time to submit inputs for consideration, with parties agreeing that inputs may be provided by 30 June 2026. For ease of reference, the Harassment Policy is *attached*. Members wishing to make submissions must send these to Charmaine Dladla at charmained@wrc.org.za by **26 June 2026**.

Approved policies

Members will recall that the PSA declared a dispute after receiving complaints that the employer approved Human Resource (HR) policies despite consultations with organised labour not having been concluded. The employer has since agreed to allow the PSA to make inputs on policies that members believe require further engagement. Members are therefore requested to submit their input on HR policies that they feel still need to be addressed with the employer. Submissions must be sent to charmained@wrc.org.za by **26 June 2026**.

Observer status in recruitment processes

The PSA requested observer status in recruitment processes, in line with best practice in the public service, for positions at salary level 12 and below. The employer indicated that whilst it is not opposed to the request, it has reservations regarding confidentiality in cases involving internal candidates. It was agreed that the PSA may exercise observer status upon request as positions are advertised, whilst parties continue to work on a formal document to regulate this matter.

Risk Committee involvement

The PSA requested involvement in Risk Committee processes, noting that decisions taken in these forums directly affect members' rights and interests. The employer acceded to the request, granting the PSA participation at the level of Risk Champions and the Chief Risk Officer involvement in preparation for Risk Committee meetings. The PSA accepted this proposal.

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

Reuben Maleka
GENERAL MANAGER