



# INFORMUS

SINCE 1920  
still driven by  
SERVICE EXCELLENCE

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

02-12-2024

## DWS: Payment of performance bonus - Section-76 employees (2023/24)

Members were previously informed that the employer tabled a revised proposal of adding 10% to the 2022/23-financial year to the 50% already paid to make it 60% but maintained its proposal of 50% for the 2023/24-financial year. The employer indicated that this was its last offer and that it cannot afford the demand of organised labour of paying 100% of bonuses owing to financial constraints due to losses suffered in the Construction Unit.

The PSA referred the employer's offer to members for a mandate to accept or reject the offer and circulated the draft agreement. The overwhelming majority (96.8%) of affected employees (Construction Unit) voted in favour of accepting the employer's offer. The agreement was signed by all parties on 28 November 2024 (*attached*). In terms of the agreement, the performance bonus will be paid to employees by 13 December 2024.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER