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

05-11-2024

## DWS Special Departmental Bargaining Chamber meeting: 1 November 2024

### Payment of performance bonus of section-76 employees (2023/24)

Members are aware that employees have not been receiving full bonus for the past three financial years. The employer made a presentation (*attached*) of the losses suffered by the Construction Branch over the years. The employer proposed to pay a 50% bonus for the 2023/24- and 2024/25-financial years owing to financial constraints. The PSA rejected the proposal by the employer, indicating that that the employer is systemically reducing this benefit (bonus) of employees over the years and therefore making it an exception rather than a norm. The PSA demanded that the employer pay a 100% bonus to employees for both financial years. Parties agreed that employer will engage its principals and revert to labour by 8 November 2024.

### Draft Transfer Agreement: Catchment Management Agencies (CMAs)

Members were previously informed that parties agreed that the employer will first address all concerns raised by labour before engaging on the draft transfer agreement. The employer committed to issue a circular to all employees, informing them of progress and addressing some of the concerns raised by employees by 6 November 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.

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GENERAL MANAGER