

## Feedback: DWS Special Departmental Bargaining Chamber meeting - 10 October 2024

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

Members were previously informed that parties were in process of engaging on the draft transfer agreement. In the last special Chamber meeting on 15 August 2024, labour raised concerns that there are instances where employees are required to perform functions of CMA before the conclusion of the transfer agreement. Labour requested the employer to address the concerns raised before proceeding any further on the draft transfer agreement.

**Concern No 1: Employees forced to enter into performance agreements with CMAs and not DWS**  
Labour submitted written concerns of which the employer submitted responses.

**Concern No 2: Employees coerced or intimidated into performing CMA functions**  
The employer acknowledged that there may have been shortcomings in this matter and committed to issue a communique within 14 days to all managers to desist from coercing employees to perform CMA functions.

**Concern No 3: Employees forced to work on C200 system because budget has been moved to C200**

Parties acknowledged that this is a technical matter and agreed that the CFOs office will make a presentation to parties on a date to be agreed.

**Concern No 4: Employees coerced into reporting on CMA functions**  
The employer committed to issue a communique within 14 days to employees, providing clarity on what they are expected to report on.

**Concern No 5: Communication regarding CMAs still a challenge**  
The employer indicated that there has been little or no communication because of slow progress with this matter. The employer indicated that communication would improve once substantial progress is made on the transfer agreement.

**Concern No 6: Employees' pay point being moved to CMAs**

The employer demonstrated that employees' pay point has not moved to CMAs. Labour noted the employer's explanation.

**Concern No 7: Challenges regarding office space in Northern Cape**

Parties agreed that the employer will organise a meeting with all stakeholders involved in the Northern Cape to resolve this matter.

**Concern No 8: Employees blocked from working on C1000 system**

Parties acknowledged that this is a technical matter and agreed that the CFOs office will make a presentation to parties on a date to be agreed.

**Concern No 9: Departmental houses in Northern Cape not being maintained**

Parties agreed that the employer will organise a meeting with all stakeholders involved in the Northern Cape to resolve this matter.

Parties agreed that the employer will address all outstanding concerns and carry out commitments made whereafter a special DBC meeting will be arranged for further engagement.

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