

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

13-11-2024

## Update: WRC policy review

### Conditions of Employment Policy and Human Resources Policy

The employer intends to review the policies on Conditions of Employment and Human Resources. The *attached* draft policies, which were circulated, are now compliant and keeping in line with the *Basic Conditions of Employment Act, Labour Relations Act, Employment Equity Act, Water Research Act, and Public Finance Management Act*. The PSA, which represents the majority of employees, is requesting that members peruse both the draft policies and submit their inputs on the envisaged changes to [marlyn.govender@psa.co.za](mailto:marlyn.govender@psa.co.za) by **19 November 2024** for consolidation and incorporation into both the policies.

### Bonus 2021/22 and 2022/23

In terms of the remuneration policy, all employees including Senior Management Services (SMS), qualify for a bonus and pay progression annually. The employer budgets for these payments and the budget is approved by the Minister. However, for the period 2021/22 and 2022/23, the SMS did not receive the bonus for these two years. This includes the payment of pay progression. At the meeting on 11 November 2024, it was resolved that the employer will seek a legal opinion, and an urgent meeting will be convened to give feedback. The employer has already procured the services of a service provider to provide it with the legal opinion. Members will be informed of developments.

Employees who want to join the PSA can contact Madimetja Mautla on 078 455 6166 / [madimetja.mautla@psa.co.za](mailto:madimetja.mautla@psa.co.za) or contact the PSA Provincial Office.

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