



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

13-01-2025

Water Research Commission: CCMA update

Pay progression for Senior Management Services (SMS)

On 28 November 2024, the PSA referred a dispute regarding the non-payment of pay progression for the period 2021/22 and 2022/23 to all Senior Management Services (SMS) employees to the CCMA. Upon receipt of the PSA's referral, the employer sought approval from the Minister for the payment of the pay progression. The PSA is pleased to announce that approval was granted, and all SMS employees received their pay progression for 2021/22 and 2022/23 in December 2024.

Non-payment of performance bonus: 2021/22 and 2022/23

In terms of the Remuneration Policy, all employees, including Senior Management Services (SMS), qualify for an annual performance bonus. The employer budgets for these payments annually. However, for the period 2021/22 and 2022/23 all employees did not receive their performance bonus although this was budgeted for.

At the last bargaining forum meeting, it was resolved that the employer will seek and provide a legal opinion. This has not been received to date. The PSA then declared a dispute at the CCMA on 28 November 2024. Conciliation took place on 9 January 2025 and a certificate of non-resolution was issued. At conciliation, the employer advised that the legal opinion will be received from the service provider on 17 January 2025. Upon receipt of the legal opinion, a special meeting will be held to discuss the performance bonus issue.

Members will be informed of progress.

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

Reuben Maleka
GENERAL MANAGER