



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

14-05-2025

Feedback: DWS Departmental Bargaining Chamber (DBC)

Resolution 1/2018

Members will recall that in 2018 the employer and organised labour concluded Resolution 1/2018 to end a prolonged strike. Most matters in the agreement have since been resolved, except for:

- Remuneration of employees on salary levels 1 to 4 performing higher-level duties; and
- Review of conditions of service for Section-76 employees.

The PSA expressed concern over prolonged delays caused by the employer's persistent unavailability at task team meetings. Parties have now agreed to dedicate three days per item outside of the DBC to finalise these two outstanding issues.

Policy consultations

The employer reported that the following draft policies are at various stages of consultation with organised labour:

- Housing Policy
- Fleet Management Policy
- Subsistence and Travel Policy
- Overtime Policy
- Resettlement Policy
- Records Management Policy
- Debt Management Policy

The PSA noted the submission and will continue engaging in the task team until these policies are ready for adoption.

Performance bonuses: Section-76 employees (2021/22 and 2022/23)

The employer acknowledged that Section-76 employees have not received full performance bonuses over the past four financial years owing to financial constraints. A process is underway to finalise a mandate that will allow the employer to table a proposal aimed at augmenting the reduced bonuses paid thus far. The employer committed to reverting to organised labour within two weeks. Parties agreed to convene a special DBC meeting once a formal mandate is available.

Shortage of parking: DWS Head Office

The PSA previously raised the persistent issue of inadequate parking spaces, resulting in employees being forced to park on public streets. The employer reported that the Department of Public Works and Infrastructure has been approached to assist in securing additional parking. However, no concrete timelines were provided. The PSA voiced dissatisfaction with the lack of progress. The employer committed to providing a more detailed update at the next DBC meeting.

Transfer of employees to Catchment Management Agencies

Members are hereby informed that discussions on the draft transfer agreement to Catchment Management Agencies (CMAs) are at an advanced stage. The employer has updated the draft agreement to include Clause 14, which addresses the physical transfer of employees from SAP to Persal. Parties have agreed that this is the final draft agreement, and organised labour has been given the opportunity to consult and obtain mandates from members. Members are now afforded a final opportunity to submit their mandate on whether the draft agreement (*attached*) should be signed. Mandates must be submitted to ChokoeK@dws.gov.za by no later than **20 May 2025**. Please note that the agreement will become effective once signed by the majority of parties, even if not all parties have signed.

Organisational structure

During the previous meeting, the PSA raised concerns following complaints from members regarding the employer's ongoing process of matching and placing employees across various provinces. The PSA requested that this exercise be halted until the transfer of employees to CMAs is finalised. In response, the employer indicated that the matching and placement process was intended as a desktop exercise that should not have involved employees. Nevertheless, the employer confirmed that the process has since been stopped in all provinces.

National Water Resources Infrastructure Agency (NWRIA)

Members are reminded that the *National Water Resources Infrastructure Agency Act* was promulgated on 2 September 2024, paving the way for the formal establishment of the Agency. The employer has acknowledged that substantial work is still required before the matter can be formally tabled for consultation at the DBC. Despite this, the employer emphasized the importance of continuous communication with employees who may be affected by the transition and establishment of the Agency. The PSA reiterated its firm position that it does not support the creation of agencies, primarily owing to their historical lack of financial sustainability and long-term viability. The PSA will continue to monitor developments and advocate for the protection of members' interests throughout this process. Members will be kept informed of progress or engagements on this matter.

RQIS transport arrangement: Task team engagement to follow

The employer tabled a matter regarding the transport arrangement for employees in the Resource Quality Information Services (RQIS) unit based at Roodeplaats. It was reported that since the 1970s, employees

have been provided with transport to and from work at a fixed cost of R42. The employer expressed concern that this amount has not increased in line with inflation over the years and is now financially unsustainable for the employer to maintain. The employer indicated that it has received grievances from other employees stationed at Roodeplaat who are not part of the existing arrangement but are requesting similar transport benefits at the same cost of R42. The PSA noted the employer's submission but made it clear that it opposes any proposal that would impose additional financial burdens on affected employees. It was agreed that the matter would be referred to a task team for further engagement and exploration of possible solutions.

Reuben Maleka
GENERAL MANAGER