



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

STATEMENT – WAR ON LEAKS

23 October 2015

Dear War On Leaks Trainees

Stipend payment 23 October 2015

Trainees are advised that the October stipend for students with valid trainee contracts will be paid on 23 October 2015. Normal payday is the 24th of every month except December where payment will be made on the 21st December 2015. Where the 24th falls on a public holiday or a weekend then payment is made the day before/working day.

Further to the communique sent out on the Trainee Stipends on 16 October 2015 we wish to highlight the following related challenges which require our collective attention for resolution.

Based on the ad-hoc stipend payments effected for 16 October and 20 October 2015 we are still experiencing minor challenges related in particular to the following:

- **Rejections from the banks for payments into trainee bank accounts-** The WOL team since the 16th October 2015 have been contacting each of these trainees regarding this. Facilitators are requested to release trainees to resolve this issue as they may need to get to banks and/or resend and confirm information to Rand Water. Rand Water **cannot** effect payment if all documentation is not in order and banking requirements in terms of salary payments is non-negotiable due to issues of fraud.
- **Changing of banking details-** trainees are advised that they are **not permitted** to change their banking details once these have been submitted to Rand Water. It is very disruptive to the payment process and trainees will not be paid as the verification process with the banks is onerous. If you are having challenges with your bank account, we need to be advised timeously (well before payment date) of this, however we would like to re-iterate that changes to bank accounts are not permitted.
- **Trainees who do not have contracts-** we are also aware of a number of trainees who do not have contracts, but have the Letters of Commitment. We have been trying to trace these trainees to come forward. These trainees must contact us ASAP so that the relationship can be formalised through the issuance of a formal Contract.
No stipend will be paid without a formal contract being in place.
- **Attendance Registers -** All trainees are required to complete and sign an attendance register on a daily basis. There is a dual sign-in and sign out system that will be implemented. Where Trainees are signing in for class in the morning and disappearing

for the rest of the day, this will be marked as an absence. The Stipend for those trainees will be pro-rated for the absences, meaning that trainees will not be paid for the day that they did not attend classes. A template will be sent in respect of the above.

Facilitators are requested to be vigilant in this regard as we wish to instil a high level of discipline and respect in our Trainees.

PPE/WOL Uniform

All trainees are required to have PPE. Facilitators need to identify trainees who do not have PPE so that this can be provided to them. As per the instruction from the Minister of DWS in this regard all trainees must have two (2) sets of PPE for the duration of the training. PPE in the form of the pants and a WOL t-shirt/jacket must be worn as the daily uniform for classes. Where trainees are deployed to Sites, the full PPE per the site safety requirements shall apply.

Learning Continues!

WOL Management