

What's happening at SASSA?

Annual General Meeting

Election of SNBF Office Bearers

The SASSA National Bargaining Forum (SNBF) held its elective Annual General Meeting wherein new office bearers were elected. The outgoing Chairperson, Ms Duduzile Madubanya, served the Forum for the past four years with the assistance of two Vice-Chairpersons, one from the employer party and Ms Melanie Driver (PSA Western Cape Chairperson) as the Vice-Chairperson from labour parties. The SNBF Constitution provides for an election of office bearers every two years and parties can only re-elect the Chairperson once to serve for a further two-year period. As a result, Ms Madubanya could not be re-elected for the second time. Ms Nomsa Mbileni was unanimously elected by all parties as the new SNBF Chairperson for the next two years. Labour further elected Mr Peace Malumane (PSA Mpumalanga Chairperson) as the SNBF Vice-Chairperson for labour.

Confirmation: Vote weights

The vote weights applicable to organised labour parties were recorded and accordingly noted as follows:

Trade union	Total membership	Vote weight	Number of SNBF representatives
NEHAWU	2 728	31.98%	3
SUB TOTAL	2 728		
PSA	5 069	68.02%	5
NUPSAW	533		
HOSPERSA	202		
SUB TOTAL	5 804		
TOTAL	8 532	100%	8

Review of policies

Sexual Harassment Policy

As a result of the repeal of the amended Code of Good Practice on the handling of sexual harassment cases in the workplace, which was replaced by the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, SASSA proposed a review of the Sexual Harassment Policy.

The employer proposed that the policy be renamed Policy and Procedures on Handling Harassment. The current policy focuses on only one form of harassment, which is sexual harassment, whilst the proposed policy includes bullying as a form of harassment and addresses cases of malicious/untrue allegations. The employer is further proposing the removal of Disciplinary Procedures from the policy to allow all matters of disciplinary action to be dealt with in the Disciplinary Code and Procedures.

Merging of EW, HIV/Aids policies and Pre-retirement Strategy

The employer proposed a merger of the Employee Wellness (EW) policy with the HIV/Aids policy and the Pre-retirement Strategy into one comprehensive EW policy. The purpose of this merger is to incorporate all employee-wellness related functions in one policy to holistically address and mainstream employee-wellness issues. In the proposed merged policy, the procedures and guidelines will be separated from policy issues. The policy will also address the matter of allowing access to employees' dependents (children) into SASSA premises, which were not clearly outlined in the current policy.

Disability Management Policy

The employer has proposed that the Disability Management Policy be reviewed and renamed the Disability Employment Equity Policy and Procedures. The reviewed policy will make provision for a suitable, qualified person to guide or recommend appropriate reasonable accommodation. The current policy makes no provision for people with disabilities whereas the reviewed policy will include the provision for transport to people with disabilities to attend training, meetings, and essential tasks. It further includes the establishment of the National Task Team on Disabilities (NTTD), which is not mentioned in the current policy.

Members are urged to read through the above-mentioned policies and provide inputs to the PSA at joseph.mashigo@psa.co.za on or before **17 August 2022**. Copies are available from PSA Provincial Offices.

GENERAL MANAGER