

FOR PSA MEMBERS: **SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA) – EASTERN CAPE (MTHATHA AREA)**

11-10-2024

## Feedback: Eastern Cape SASSA Regional Consultative Forum (RCF)

### Union regalia

Members will recall that unions were prevented from wearing union regalia and the matter was brought to the RCF for discussion. Labour enquired about progress regarding the wearing of union regalia on Fridays for promotional or visibility purposes, noting that the Organisational Rights Agreement and the SASSA Uniform Policy do not mention the matter. Labour referred the employer to a court ruling in favour of unions in the matter between Numsa and Transnet. The employer noted the submissions and undertook to issue a circular guiding on the process whilst the *status quo* remains, where members will continue wearing their union regalia on Fridays and when tasked with union activities.

### Installation of CCTV cameras without consulting labour

Labour submitted discontent with the installation of CCTV cameras at SASSA premises without consulting labour and demanded that the matter be put on hold. The employer acknowledged the error of no consultation and stated that it was an urgent response to address security threats.

### Reduction of annexures in grant applications

Labour raised concern regarding the number of annexures in the grant application. The employer reported that the revised system will seek to eliminate such, and a circular will be issued by the end of October 2024.

### Post-retirement medical aid

Labour presented concerns about the lack of synergy on matters discussed at the RCF and SASSA National Bargaining Forum (SNBF) and medical-aid subsidy. It was resolved that the matters be reserved for the SNBF training scheduled for 2 to 4 October 2024. Currently, the matter is before the SNBF, and the report is that SASSA has set aside R3 million for those who can retire whilst the matter is subject to budget allocation meant to augment only those who were employed under the *SASSA Act*.

### Unilateral implementation: Business Processes Reengineering (BPR)

Labour raised concerns regarding the unilateral implementation of the BPR, more so since it is a national program monitored by the SNBF and RCF as there is no agreement yet. The employer took labour to confidence that there is no BPR but clustering of two Districts (Joe Gqabi and Chris Hani). Labour noted

the response but reiterated that the matter must be placed on hold to allow a seamless process of finalising it at the SNBF.

For further enquiries, please contact Malebo Setlhodi at *Malebo.setlhodi@psa.co.za* and *Mzingisi.tupa@sassa.gov.za*.

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