

FOR PSA MEMBERS: **SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)**

11-09-2024

## What is happening at SASSA?

The previous *Informus* edition refers (copy can be obtained from the PSA website at [www.psa.co.za](http://www.psa.co.za) or from PSA Provincial Offices).

### **Business Process Re-engineering (BPR) Project updated with raised concerns**

As previously reported, the re-engineering of SASSA is being implemented in four phases, with the final phase pending consultation. The PSA and the employer agreed in the Bargaining Forum on how the process would unfold. Despite this, the PSA has been made aware of letters issued to employees regarding their transfer. These letters suggest changes to employees' work locations and roles, leading to confusion in the organisation.

The PSA is concerned about the impact of these letters, as the BPR is not yet in its implementation phase. The transfer of employees should occur only after the new structure is approved and a collective agreement has been signed outlining how staff movements will be managed. Issuing such letters prematurely undermines collective bargaining and fosters distrust between unions and the employer. The employer has confirmed the PSA's position that BPR implementation has not yet commenced. At the task team meeting held on 6 and 7 August 2024, the PSA demanded that the employer must halt any actions related to the BPR until the consultation process is finalised. The PSA has also called for an urgent special Bargaining Forum meeting with the employer, with the date to be confirmed.

Members are advised not to accept transfer letters issued by the employer under the guise of the BPR. Any such actions by the employer should be reported to the PSA immediately. Members will be informed of developments as the PSA continues to engage with the employer on these critical matters.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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