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

15-08-2024

Update: SASSA Western Cape

Virtual meetings

The latest cost-containment measures issued by National Treasury called on all parties to minimise expenses where possible. Parties of the Regional Consultative Forum (RCF) agreed that all meetings will now be held virtually. Where necessary, exception to the rule will apply, provided that the relevant party provides a motivation for consideration in support of its request.

Chief negotiator: SASSA

The employer introduced its new chief negotiator, Mr Griffon Pheiffer, to the Forum.

Danger allowance

Parties agreed that we must be alive to the fact that incentivising staff to work in dangerous areas does not protect them. Parties agreed to establish a task team that is comprised of one representative from each party. The representative does not have to be an RCF member. The purpose of the team will be to investigate: (a) whether there is there a need for a danger allowance in SASSA, (b) benchmarking SASSA against other organs of state in terms of policies and directives (see policies/directives), (c) what mechanisms have those departments put in place to protect staff in high-volatile areas, and (d) how it is quantified. Parties are to submit the names of their representatives to the Secretary by 23 August 2024.

Occupational health and safety

Labour raised a concern that not all buildings/service points utilised meet the OHS standards. The employer noted the concern and assured labour that despite service points being the ownership of municipalities, SASSA acts in compliance with the OHS Policy, which is monitored by OHS representatives and that a compliance checklist needs to be adhered to at the various service points before services can be rendered. Labour will also provide the employer with the list of service points that are of concern.

A special concern raised by labour was the Khayelitsha office displacement with no fixed premises to work from. The employer indicated that procurement was with Public Works and the OHS representatives from Khayelitsha office are included in site inspections. For now, the employer has been unable to secure a fixed site for the Khayelitsha office. Labour requested an update on this matter as it unfolds.

ICT

The PSA indicated that the laptops provided by the employer do not support the service need. The employer indicated that changing the laptops will not change the fact the operational needs evolve as time progresses. The PSA demanded that the employer must provide the tools for the output required in terms of service delivery. The employer should do an analysis of operational needs. The employer indicated that it would make work of the concern raised and provide labour with a response by 23 August 2024.

Review: Financial misconduct policy

The employer indicated that an amended policy has come into effect. Labour will be provided with a copy of the amended Financial Misconduct Policy (Loss control) and Transport Policy by 16 August 2024.

Outstanding matters

The employer was not able to respond to the issues of Long-Service Recognition, Grade Progression, Recruitment, and Acting in Higher positions as raised by the PSA. Parties agreed that the employer is to provide a response to these matters by 23 August 2024.

Business processing re-engineering (BPR update)

The employer informed labour that the BPR Project must be introduced to the new Ministers of Social Development and Public Service and Administration, after which, if approved, it will be forwarded to National Treasury. This matter remains a standing item on the RCF agenda, and the employer will provide an update as the matter unfolds.

Next meetings

The next meetings are scheduled for 18 September 2024, 19 November 2024, and 19 February 2025.

Reuben Maleka
GENERAL MANAGER