

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

25-05-2020

SNBF UPDATE

The recalling of staff beyond one-third limit

As previously reported to members, SASSA tabled an EXCO decision of recalling additional staff members to assist in SASSA offices with queue management. The employer's intention was to double the number of staff members to two-thirds, having one-third working in the office, and the other third managing queues outside the office. The PSA rejected this decision and submitted to the employer that the management of queues in crowded areas will place SASSA employees at risk of being infected with the coronavirus. The employer was advised to consider alternative methods of dealing with the challenge of crowd control and managing queues without recalling an additional one-third of staff members.

In the follow up meeting, the employer indicated that they accept labour's rejection of the decision to recall additional one-third and appealed to labour to permit the recalling of additional officials (between one to three officials), in offices where there is a need to assist with queue management. The PSA indicated that members would need to be consulted on that position by the employer before a response is provided. The employer was requested to provide the names of all offices where additional capacity is required and an indication of how many additional staff members would be required per office. The information will be shared with the PSA to enable consultation with members.

Implementation: salary increase for 2020/21 financial-year

As previously reported to members, the PSA demanded to know the reasons for SASSA not paying the employees' salary increases for 2020/21 financial-year, which was due in April 2020. The employer's response was that SASSA's salary framework is determined by the Minister of Public Service and Administration in concurrence with the Minister of Finance and Minister of Social Development. As a result, SASSA through the MPSA's determination adopted all PSCBC collective agreements including the PSCBC Resolution 1/2018. Therefore, for SASSA to implement increases through the above-mentioned Resolution, the MPSA must issue a salary framework for the implementation of increases for 2020/21.

The DPSA is on record stating that the Public Service cannot afford the 2020/21 increases that is due to public servants and wants to renegotiate the agreement. The PSA has filed an application in the Labour Court to enforce the agreement. The case is currently running its course in court with parties filing pleadings as per the court's rules.

Members will be kept informed.

GENERAL MANAGER