



# INFORMUS

SINCE 1920  
still driven by  
SERVICE EXCELLENCE

FOR PSA MEMBERS: **SAFETY AND SECURITY SECTOR EDUCATION AND TRAINING AUTHORITY (SASSETA)**

15-05-2024

## Feedback: SASSETA Labour Management Forum

The PSA held the first quarter Labour Management Forum with SASSETA on 6 May 2024. Members are informed of the following developments:

### Job grading

The PSA emphasised the delays and impact of delays regarding this matter. SASSETA undertook to provide a tentative timeline and a roadmap regarding the process. SASSETA provided a tentative date for completion of the process as 31 March 2025. There was also an undertaking to provide updates in Forum meetings.

### Tools of trade

SASSETA has approved the procurement process for tools of trade. Supply chain management processes are unfolding. SASSETA indicated that it will further engage with end-users on requirements.

### Salary increments for 2024/25

The PSA tabled a wage demand on 20 March 2024 for a 10%-salary adjustment across-the-board for all employees in the bargaining forum. SASSETA indicated that the matter was discussed at the level of EXCO and further indicated that it will subsequently be presented to the Board at the end of May 2024.

### Deductions on salaries

The employer apologised for the mishap caused by the service provider regarding tax considerations on payroll. A meeting was held with staff on 9 April 2024 to inform them of developments. A new service provider has been appointed and is currently undertaking payroll services. SASSETA indicated that it will arrange further meetings with affected members.

### Personal Development Plans

The employer extended the closing date for submission to 17 April 2024. Many submissions were received from members.

### Recruitment Policy

The SASSETA Board approved the recruitment policy, and it has been circulated to members. SASSETA will present amendments to members.

### **2024/25 WSP and 2023/24 ATR**

SASSETA indicated that thanks to the PSA, submission of the WSP and ATR was made and signed off and submitted on 25 April 2024. Members are encouraged to attend training sessions.

### **Anonymous communication**

SASSETA is troubled by the high number of anonymous complaints and/or disclosures submitted to all personnel. Members are encouraged to send anonymous complaints to proper forums such as the hotline established in the workplace. SASSETA also confirmed that the anonymous complaints are being investigated.

Reuben Maleka  
GENERAL MANAGER