

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

25-04-2024

Feedback: SASSA

Salary increases: 2024/25-financial year

The employer reported that SASSA received the salary scales from the Department of Public Service and Administration (DPSA) on 17 April 2024. As a result of the late receipt of salary scales, the salary increase will be affected on 15 May 2024 and 31 May 2024, with a backdated payment of 1 April 2024. The salary will increase by 4.7% for all employees on salary level 1 to 12, including employees covered under OSD in terms of the signed PSCBC Resolution 2/2023. The PSA noted the report. The employer will issue an internal circular to inform all employees.

Post-retirement medical-aid benefits

As members are aware, the PSA raised this item at the SNBF for the employer to ensure that SASSA employees benefit from the post-retirement medical-aid scheme. This benefit was omitted when employees' contracts were transferred from the Department of Social Development to SASSA, which resulted in employees losing their medical benefits when they retired. SASSA reported that a letter was sent to the Government Employees Pension Fund (GEPF) to enquire about the omission. The GEPF indicated that post-retirement medical-aid benefits are a condition of service, funded by the National Treasury. The benefits are administered by the Government Pensions Administration Agency on behalf of National Treasury and are not linked to the pension benefits provided by the GEPF. Further correspondence was sent to National Treasury, which responded that former SASSA employees will be eligible for the post-retirement medical assistance on the following conditions:

- The Remuneration, Grading, and Performance Management Framework ("the Framework") is accepted as a lawful Ministerial Determination that extends the treatment of SASSA employees similarly to employees under the *Public Service Act 1994*;
- This includes provisions of the Public Service Coordinating Bargaining Council and sectoral resolutions to the extent such are provided in the Framework.

National Treasury further proposed that SASSA and National Treasury should develop a formal binding undertaking to guide the funding arrangement. The DPSA will engage SASSA to either review or supplement the relevant parts of the Framework by bringing in the funding arrangement for completeness. Furthermore, SASSA should work closely with the GPAA on the overall administration requirements, enrolment, and monitoring of expenditure.

The PSA noted the progress on this matter and is pleased to note that there is alignment on the entitlement of employees to this benefit. However, the PSA will engage the employer more on the issue to interrogate options provided by National Treasury and the implications to other issues that affect employees.

Grant Recipients Project and SASSA capacity to support Project

The employer presented a status update on the *Generating Better Livelihoods* (GBL) Grant Recipients Project and the nomination of SASSA officials to support the pilot. The objectives of the GBL project are to:

- Link child support grant recipients to meaningful economic opportunities;
- leverage existing public and private initiatives to support skills development, job placements, and entrepreneurship pathways;
- build a system for government to scale up the approach in a sustainable manner; and
- to diversify sources of income for recipients and improve livelihoods.

The project has partnered with *FinMark Trust*, the Department of Social Development, the National Development Agency, the Bangladesh Rehabilitation Assistance Committee and SASSA. SASSA nominated 12 Grant Administrators in all identified pilot sites to support the implementation of the project. From the consultations that took place in regions, it was recommended that SASSA and GBL work should be split into 50/50 for the nominated officials, the work plans should include the GBL activities to ensure uniformity, proper monitoring, and supervision, and there should be support by the GBL project to the supervisors in monitoring work at the local level.

The PSA requests members to share further inputs on the project and raise any concerns with the PSA through their shop stewards or by sending an email to joseph.mashigo@psa.co.za.

Employees who want to join the PSA can visit the PSA website at www.psa.co.za, send an email to ask@psa.co.za or contact a PSA Provincial Office.

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