



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

02-05-2025

Feedback: SASSA National Bargaining Forum (SNBF)

Human Capital Development Policy

Members will recall that the employer had previously tabled the draft Human Capital Development Policy and invited inputs from organised labour. The PSA duly submitted its inputs, which the employer confirmed were considered and incorporated into the revised version of the policy.

Following the incorporation of labour's inputs, the employer requested formal adoption of the policy. Organised labour, including the PSA, has since adopted the policy. The PSA welcomes the adoption of the policy and will continue to monitor its implementation to ensure it meets the intended objectives of enhancing employee growth and capacity within the workplace.

Review of the Staffing Practice Policy

The employer previously tabled the Staffing Practice Policy and invited organised labour to submit inputs. The employer has confirmed receipt of inputs from the PSA, some of which have been incorporated into the draft policy. The other union within the Forum requested an extension to submit its inputs. It was resolved that a special bargaining forum will be convened for the policy's adoption once the employer has received the outstanding submissions.

SASSA Disciplinary Hearing and Grievance Procedure

Members are reminded that the PSA tabled a proposal for the SASSA to develop its own collective agreements on both Disciplinary Hearing Codes and Grievance Procedures.

Currently, SASSA continues to apply the Public Service Coordinating Bargaining Council (PSCBC) resolutions when managing disciplinary hearings and grievance processes. This has created a jurisdictional challenge: when members attempt to refer disputes to the Commission for Conciliation, Mediation and Arbitration (CCMA), the CCMA often lacks the jurisdiction to hear these matters, as they fall under the purview of either the PSCBC or the General Public Service Sector Bargaining Council (GPSSBC).

The PSA is pursuing this issue to ensure that members have clear, accessible, and enforceable mechanisms to address workplace disputes through appropriate and recognised channels.

During the recent meeting, the employer reported that there was a SASSA Labour Relations Forum, which resolved to appoint a committee that will deal with the drafting of both the Disciplinary Code and Grievance Procedures. The PSA questioned when does the employer anticipate that they will be finalising the drafting of the documents. The employer committed to share it with labour before the next meeting. The PSA noted the report and will continue to monitor developments.

Monitoring of the Implementation of the PSCBC Resolution 3 of 2009

The employer provided the following breakdown of employees who qualify for the grade progression for the current cycle:

Name of the Province	Number of Qualifying Employees	Financial year
Eastern Cape	19	2025/26
Free State Province	8	2025/26
Gauteng	11	2025/26
Head Office	3	2025/26
North West	4	2025/26
Limpopo	3	2025/26
Western cape	29	2025/26

The employer further reported that KZN, Northern Cape and Mpumalanga had not drawn the report. The PSA raised a concern relating to the regions that did not draw up reports as that may result in omission or delays in the implementation for qualifying employees in those regions. The employer committed that all regions will be instructed to comply with the request and a progress report will be provided in the next meeting. The PSA noted the report and will continue to put pressure on the employer until all deserving employees receive what is due to them.

Employees who want to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Offices.

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GENERAL MANAGER