



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

04-08-2025

Feedback: SASSA National Bargaining Forum (SNBF)

Determination of vote weights: SNBF

The Annual General Meeting of the SNBF was held on 30 July 2025, during which the vote weights were presented. This determination was made in accordance with Clause 12.5 of the SNBF Constitution, based on membership as of 31 December 2024.

Union	Membership	Vote weight
PSA	4 932	66.48%
Nehawu	2 616	33.52%

The PSA welcomed the presentation of the vote weights. The PSA remains the majority Union in the SNBF and is committed to continuing efforts to promote and protect the interests of members.

Loss Control Committee

Members will recall that the PSA previously raised concerns following complaints from members regarding the absence of organised labour representation on the Loss Control Committee. During the recent meeting, the employer acknowledged the PSA's stance on the matter but requested an opportunity to benchmark with other state departments. The employer committed to providing feedback once this process is completed. The PSA noted the report and will continue to monitor progress on this matter.

Report by SOCPEN fraud task team

Members will recall that the PSA has tabled the matter for discussion and requested the employer to provide the SOCPEN Investigation Report to the SNBF, which was responsible for establishing the task team. During the recent meeting, the employer reported that the SOCPEN Investigation Report was circulated to organised labour as per the request. The PSA confirmed having received such a report, however, raised a concern relating to an unsigned Investigation Report, considering its stature. The employer responded that it was an oversight by the SNBF as the Report belonged to all parties in the SNBF, however, proposed that the Secretariat would retrieve minutes of the SNBF meeting were the Report was adopted to all parties to either sign the report or not. The PSA noted the response, and the feedback would be provided in the next meeting.

SASSA regalia

The PSA previously raised concerns regarding the issuance of uniforms (regalia) by the employer after receiving complaints from members who were issued uniforms several years ago. Some members experienced financial deductions or delayed payments upon retirement related to these uniforms. In response, the employer indicated that it would consult with its principals to review the continued relevance of the policy, as the distribution of uniforms has since been discontinued. The PSA noted the employer's report and will keep members informed of developments.

Monitoring: Implementation of PSCBC Resolution 3/2009

Members are reminded that the PSA previously raised concerns regarding SASSA's failure to implement grade progression for qualifying employees in terms of PSCBC Resolution 3/2009. Following engagements, it was agreed that regular progress reports would be provided. In the recent meeting, the employer confirmed that an analysis was conducted and that 97 employees across the country qualify for grade progression in the current financial year. These employees will be progressed accordingly. The PSA welcomes this development and will continue to monitor the process to ensure that all deserving employees receive their benefits without delay.

R370 SRD resolution

Members will recall that the SNBF resolved that the R370 Social Relief Distress is the competency of the SASSA head office, not local offices. During the recent meeting, the employer requested that the resolution that was taken by the SNBF be reviewed to allow local offices to assist beneficiaries with the R370 SRD queries going forward. The PSA noted the request from the employer and indicated that it would consult its constituencies on the matter and feedback would be provided in the next meeting.

Adoption of Policies

The employer reported that the Human Capital Development Policy and the Staffing Practice Policy were discussed, and inputs provided by the PSA were incorporated accordingly. Following this process, the employer called for the adoption of these policies. The PSA noted the report and agreed to the adoption of both policies.

Data Classification Policy

The employer tabled the Data Classification Policy for discussion and requested input from organised labour. The purpose of this policy is to provide a framework for the classification of data and information. It outlines a standard process for SASSA to evaluate its information and data assets and determine the appropriate level of security classification to ensure confidentiality, integrity, and availability of information. The policy applies to all information and data processed by SASSA, including (but not limited to) data related to social-grant applicants and beneficiaries, SASSA employees, and service providers. The PSA noted the report and invites members to review the *attached* policy and submit inputs to aubrey.mabotsa@psa.co.za by no later than **8 August 2025**.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices

Reuben Maleka
GENERAL MANAGER