



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

29-01-2025

Feedback: Special National Bargaining Forum (SNBF)

Review: Full-time shop stewards agreement

Members will recall that the PSA issued an *Informus* requesting input on the draft Collective Agreement for Full-time shop stewards under review. The PSA has received input from members on the draft Collective Agreement and submitted these to the employer for consideration. The employer will provide feedback at the next meeting.

Draft Overtime Collective Agreement

It was previously reported that SASSA has developed a draft agreement that seeks to vary the *Basic Conditions of Employment Act (BCEA)* provisions on overtime to address operational needs. The agreement will allow employees to work overtime beyond what is provided for in the *BCEA*. This agreement ensures that these employees are compensated for the additional hours worked, addressing the lawful payment of extended overtime as required by operational demands. Employees stand to benefit from this agreement as it formalises the payment for extra hours worked in situations where operational requirements exceeded *BCEA* limits. All other employees' overtime will still be regulated by standard overtime provisions. The PSA previously requested members to provide input and mandates on whether to sign the agreement or not. The PSA is still consolidating members' mandates and further developments will be communicated in due course.

Biometrics

The employer reported that EXCO resolved that the roll out of the biometric system can no longer be delayed and/or limited to four pilot sites but must be implemented through all SASSA Local Offices. The employer appealed with organised labour to collaborate with the Agency to address any issues that may impede the successful implementation of the biometric system. The PSA raised concern about the employer's sudden re-introduction of the biometric system and demanded that the employer should start with the job evaluation process. The employer responded that jobs will be evaluated on the new job evaluation system known as compensate evaluation as prescribed by the DPSA not later than the first week of April 2025. The PSA noted the report and will continue to monitor developments. It was further agreed that the rolling of biometric will only be implemented from 1 April 2025.

Tabling of policies

Draft Human Capital Development Policy

The employer tabled the above-mentioned new policy and requested input from organised labour. The purpose of this policy is to provide a broad framework that regulates and guides the provision of skills development interventions in SASSA.

Review: Staffing Practice Policy

The above-mentioned policy is under review and organised labour is requested to submit input. Members' attention is drawn to the Clause 5.2.3.3 of the policy, which states that staff members considered for acting in a higher post should meet the inherent/minimum requirements of the post before they can be appointed to it. Members are invited to peruse both *attached* policies and provides inputs to aubrey.mabotsa@psa.co.za not later than **7 February 2025**.

SASSA Disciplinary Hearing and Grievance Procedure

The PSA tabled the matter for discussion indicating that SNBF should develop its own collective agreements on both Disciplinary Hearing and Grievance Procedures. The reason is that SASSA is currently utilizing Public Service Coordinating Bargaining Council resolutions in conducting disciplinary hearings and Grievance procedures for employees. As a result, when members are required to declare disputes to the Commission for Conciliation, Mediation and Arbitration, the Commission lacks authority to entertain such disputes as these fall under both the PSCBC and GPSSBC, respectively. The employer welcomed the PSA's demand and committed to begin with the development of both draft collective agreements. It further responded that both the draft collective agreements will be ready by the first week of April 2025. The PSA noted the report, and members will be informed of developments.

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.

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