



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

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04-06-2026

## Feedback: SASSA National Bargaining Forum (SNBF) – 2 June 2026

### **Implementation: 2026/27-salary increase**

Members will recall that it was previously reported that the Chief Executive Officer approved a 4% increase for SASSA employees in line with the directive from the Department of Public Service and Administration (DPSA). It reported that the implementation was delayed as SASSA was yet to receive salary scales and indicated that the increment would be adjusted in May 2026. At the recent meeting, the employer confirmed that a 4%-salary increase was duly implemented in May 2026. It further reported that salary increases for SMS employees would be implemented in June 2026, in line with DPSA *Circular 18 of 2026*. The PSA noted the report and will continue to monitor developments. The PSA welcomed the report and will continue to advocate for the interests of members.

### **Review: Organisational structure**

Members are aware the PSA previously reported that the employer informed the SNBF that the Executive Authority had granted approval to review the SASSA organisational structure. The reviewed structure, which was aligned to the 2020/21-2024/25 strategic plan, however, could not be approved as it was submitted to the DPSA on 4 June 2024 after the national and provincial election held on 29 May 2024. In this meeting, the employer presented an overview of progress made relating to the organogram and highlighted the impact of the review process. The PSA noted the presentation and requested the employer to share a copy of such a presentation, to allow meaningful interrogation of the document and comments. Parties resolved to convene a special SNBF meeting soon to discuss the presentation further.

### **Report by SOCPEN fraud task team**

The PSA tabled this item and requested the employer to submit the SOCPEN Investigation Report to the SNBF, which had mandated the establishment of the task team. The employer has since circulated the report to organised labour, as requested. The PSA confirmed receipt of the report but raised concern that the report remains unsigned. It was resolved that the secretariat would retrieve the SNBF minutes reflecting the adoption of the report and feedback would be provided in the next meeting. In this meeting, the secretariat reported that it was unable to retrieve minutes of the meeting in question. The PSA raised concern relating to the secretariat's failure to retrieve minutes, noting the sensitivity of the report as some employees had been disciplined resulting from the same SOCPEN report. Labour resolved that it would

convene a bilateral meeting to discuss the way forward and feedback would be provided at the next meeting.

### **Review: SASSA Asset Management Policy**

Following concerns by members that SASSA employees are not prioritised during SASSA asset auctions, the PSA tabled the matter and requested that the Policy be amended to accommodate inputs and proposals from labour. The employer requested the PSA to submit written proposals on the Policy and share such with the employer. The PSA committed to submitting the proposed inputs as soon as possible.

### **SASSA disciplinary hearing and grievance procedure**

Members are reminded that the PSA tabled a proposal for SASSA to develop its own collective agreements on both disciplinary hearing codes and grievance procedures. Currently, SASSA continues to apply Public Service Coordinating Bargaining Council (PSCBC) resolutions when managing disciplinary hearing 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 jurisdiction to hear these matters, as these fall under the purview of either the PSCBC or the General Public Service Sectoral Bargaining Council. In this meeting, the employer reported that a draft collective agreement relating to the disciplinary hearing was shared with organised labour on 1 June 2026 and a multilateral meeting with labour would be convened soon to discuss the possible amendment to the existing grievance policy. The PSA noted the report and applauded the employer for finally finalising the draft agreement relating to disciplinary code as this was long overdue.

### **Policy on working remotely**

The employer reported that SASSA is considering putting the development of this policy on hold and indicated that internal engagements are still underway relating to the possibility of merging with other internal policies. The PSA noted the report and demanded that the employer must consider work-from-home arrangements owing to the current economic turmoil, which resulted in excessive fuel-price increases. The employer responded that it would consult with its principals and feedback would be provided in the next meeting. In this meeting, the employer reported that it was waiting for government to make public pronouncement on remote-working arrangements, as this is a transversal matter. The PSA expresses concern about the employer's response and stated that nothing precludes SASSA from having its own arrangement rather than waiting for the state. The employer requested the PSA to submit a written motivation on the matter and submit this not later than 5 June 2026. The PSA committed to submitting such motivation.

### **Digital transition and impact on Regional Record Management Centre**

The PSA tabled the matter following complaints that SASSA has begun with digital transitions in all Record Management Centres (RMCs) across the Country, which may have a negative impact on the future of all employees currently stationed at various RMCs. The PSA demanded a commitment by the employer with regards to employment security of these affected employees. The employer responded that SASSA is indeed moving to digital platforms, however, committed that no employee would be left worse off beyond this process. The employer further indicated that the transition process would begin after conclusion of the organisational structure review. In this meeting, the PSA demanded that the employer must make provision for transport in the event whereby the new location is further away compared to current offices. The employer acknowledged the PSA's demand.

### **SASSA ICT Task Team**

The employer reported that it received names of the task team representatives from the PSA as per the resolution of the previous meeting. The task team is expected to deal with the SASSA's ICT systems, which are reported to create frustration for users.

### **Occupational Health and Safety Report**

The employer reported that the person responsible for the matter was not available and indicated that the matter would be deferred to the next meeting. The PSA expressed concern relating to the constant unavailability of the OHS representative, whilst there were reports of non-complaint buildings in the organisation. The employer acknowledged the PSA's concern and committed to addressing the matter internally.

Members will be informed of developments.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every SNBF engagement. Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka  
GENERAL MANAGER