

FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL
(PSCBC) 11/2020

20-04-2020

Important information: COVID-19 Circumstantial Allowance

The PSA is inundated with calls in respect of the Danger Allowance/Circumstantial Allowance to employees who are exposed to an uncondusive working environment and who are at the coalface during the COVID-19 pandemic.

Subsequent to the promulgation of the regulations issued in terms of section 27(2) of the *Disaster Management Act*, it is incumbent on all institutions to provide direction on the management of human resources in the prevention and combating of the spread of COVID-19. In terms of Regulation 11B (2) of the *Act*, the head of an institution must determine the essential services to be performed by the institution and must determine essential staff who will perform those services, provided that the head of an institution may delegate this function, as may be required in line with the complexity and size of the business operation.

Danger Allowance is regulated by PSCBC Collective Agreement 4/2015, which stipulates that the employer shall pay the Standard Danger Allowance to an employee who in the course of his/her employment experiences a genuine risk to his/her life and who is employed in one of the categories as listed in Annexure A of the Collective Agreement that was previously circulated. Employees who are not listed in the Agreement will therefore not be eligible for such allowance. In spite of this, the PSA tabled an agenda item at the Public Service Coordinating Bargaining Council and demanded that a Circumstantial Allowance be paid to those employees who are at the coalface of the battle against COVID-19.

A Special PSCBC virtual meeting was scheduled for 17 April 2020. The employer subsequently indicated that it does not have the resources to fund such an allowance and all funding currently available is going towards the procurement of personal protective clothing and any means to stop the spreading of the virus. The employer is, however, willing to take the matter back to its principals and consider a non-remunerative token of appreciation towards all these workers who are at risk during this difficult period. Labour did, however, request the employer to reconsider its position by trying to secure funding for a circumstantial allowance to ease the financial burden on all members who are on duty serving the country tirelessly. Members will be informed of developments.

GENERAL MANAGER