



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

02-05-2025

Feedback: Sassa National Bargaining Forum (SNBF)

Restructuring of the SASSA Salary Structure

The PSA previously tabled a demand from its members for the restructuring of the current SASSA salary structure to a Cost-to-Company (CTC) model. In response, the employer indicated that the existing salary structure aligns with the DPSA's Determination on Remuneration, specifically referencing Clause 5 of the Determination.

According to the employer, implementing a CTC structure as proposed by the PSA would not be feasible under the current regulatory framework. The PSA has noted the employer's response and will continue to monitor the matter, taking further instruction from members where necessary.

Loss Control Committee

The PSA previously raised the matter following complaints from members regarding the lack of organised labour representation on the Loss Control Committee. In response, the employer indicated that it would consider the PSA's demand. However, the employer noted that the matter must still be discussed with the Executive Authority before a final decision is made. Feedback will be provided at the next meeting. The PSA has noted the report and will continue to monitor developments.

R370 SRD Resolution

The employer reported that SASSA has lodged an appeal against the judgment pertaining to the implementation of the R370 Social Relief of Distress (SRD) grant. As a result, the matter is currently *sub judice*. The PSA duly noted the report.

RCF's Training

It was previously reported that the SNBF had commenced the training of RCFs across the country. To date, seven RCFs have been successfully trained. However, training is still outstanding in three regions: Northern Cape, Free State, and Limpopo. The parties have agreed to complete the training in these outstanding regions within the current financial year.

SASSA Regalia

The PSA raised concerns regarding the issuance of uniforms (regalia) by the employer, following complaints from members who received uniforms several years ago and have since experienced either unlawful deductions or delays upon retirement. In response, the employer confirmed that SASSA has a uniform policy governing the provision of uniforms. However, it noted that the distribution of uniforms has since been discontinued. The employer further undertook to consult with the Customer Care section, which is the custodian of the uniform policy, to assess the continued relevance of the policy. Feedback on this matter will be provided at the next meeting. The PSA welcomed the report and will await further developments.

Report by Socpen Fraud Task Team

The PSA tabled the matter for discussion and requested that the employer provide the Socpen Investigation Report to the SNBF, which was responsible for establishing the task team. In response, the employer committed to circulating the report to organised labour as a matter of priority. The PSA has noted the employer's commitment and awaits the report.

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

Reuben Maleka
GENERAL MANAGER