

This report deals with developments at the South African Social Security Agency (SASSA) National Bargaining Forum (SNBF) held on 21-22 February 2017. The following matters were deliberated upon:

SNBF Collective Agreements

1. **SNBF Constitution:** The Constitution currently doesn't allow the SNBF to appoint auditors and the SNBF finances have been audited by the same bookkeeper since inception. Parties agreed to amend the Constitution so that the SNBF can appoint auditors.

2. **Regional Consultative Forums:** Parties agreed to amend the Constitution so that this structure can be instituted, allowing members to discuss region-specific matters.

3. **SNBF Levy Agreement:** Hospersa was informed that this draft agreement will be introduced. We will keep members posted on developments.

4. **Agency Fee Agreement:** A draft version of this agreement sees trade union parties being paid an agency fee which is proportional to their membership. We indicated that we are still consulting on the matter and that we are not yet ready to sign.

Staffing Practice Policy

The employer reported that the incorporation of proposed inputs from the Policy Workshop was still in process. We indicated our dissatisfaction with the delay and the employer undertook to circulate the updated document soonest.

Record Management Centre (RMC)

The employer reported that the Task Team could not yet convene due to the employer still finalising internal consultation processes. Parties resolved

to reinforce the Task Team and schedule its first sitting to be on 1 March 2017.

Shortage of Staff

In reaction to Hospersa's concern regarding the shortage of staff in SASSA, the employer reported that it still needed more time to compile a comprehensive report, undertaking to circulate the document by 10 March 2017.

Independent Inspectorate

The employer reported that the manager responsible for this matter was not able to attend. We noted this and agreed that the presentation will be done at the next meeting.

Resolution 3 of 2009 (Clause 12 - Levels 5 & 6)

The employer reported that it still had no mandate to do a presentation regarding the absence of Level 6 employees in SASSA. We indicated our dissatisfaction with the delay but agreed to grant the employer more time to obtain a mandate.

Cash Paymaster Service (CPS) Future Plans Contract

The employer started by apologising on behalf of the CEO that the SNBF was not consulted on this sensitive issue which was now in the public domain. It was confirmed that the current CPS contract with SASSA will terminate on 31 March 2107, and that discussions were under way to negotiate a new contract. We were glad to be informed that until then, the status quo will remain and that beneficiaries will not be affected. We requested to be kept abreast of any developments.

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10 Good Reasons to Join Hospersa

1. Individual indemnity cover of up to **two million rand** per member
2. Death benefit of **R3 630** for principal members after 6 months of membership
3. **Professional legal assistance** for labour-related issues at the Bargaining Council / CCMA and Labour Court
4. Collective bargaining **negotiating salaries** and other substantive conditions of employment
5. Trained, democratically-elected **shop stewards**
6. Representation at **disciplinary hearings**, grievance procedures and incapacity processes
7. Representation on **various committees**, including Employment Equity and OHS
8. **General Meetings** with members
9. **Bilateral meetings with management**
10. Service provider benefits including **discounts on services** and stays at holiday resorts

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

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