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## **TO HEADS OF ALL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS**

### **IMPLEMENTATION OF PSCBC RES 4 OF 2015 ON THE REVIEW OF DANGER ALLOWANCE**


1. It was concluded in clause 17 of PSCBC Resolution 1 of 2012, that the PSCBC will conduct a comprehensive review of "Annexure A" to PSCBC Resolution 1 of 2007. The aim is to determine which categories of employees are exposed to a genuine risk, the nature and the extent of the risk, the frequency of the risk and the impact on the safety of the employee to ascertain which categories should receive a danger allowance.
2. The results of the survey among Departments and demands made by Labour were analysed. This resulted in the conclusion of PSCBC Resolution 4 of 2015. Following the conclusion of PSCBC Resolution 4 of 2015, the Minister for the Public Service and Administration, subsequently, determines in terms of section 3(5)(a) and 5(6)(b), respectively, of the Public Service Act, 1994, amended-
  - 2.1. the Determination and Directive on Danger Allowance. (A copy is attached for ease of reference); and
  - 2.2. that the Determination and Directive on Danger Allowance referred to in paragraph 2.1 above, applies to the Senior Management Service;
3. The salient features of the Determination and Directive on Danger Allowance, read with PSCBC Resolution 4 of 2015 are the following:
  - 3.1. The occupational categories depicted in Annexure A to PSCBC Resolution 4 of 2015 will be eligible to the danger allowance on the terms and conditions outlined in Annexure A. To this end attention is drawn to the following:
    - 3.1.1. Employees working for safety restricted laboratories of the National Institute for Communicable Diseases is deleted as an occupational category receiving the danger allowance as it falls outside the ambit of the PSCBC.
    - 3.1.2. Reference to the following categories was clarified:

- a) Centre-based Correctional Officers guarding prisoners.
- b) Centre-based artisans working with prisoners.

3.1.3. The following new occupational categories have been included:

- a) Social Auxillary Workers working with prisoners, people held in Child and Youth Care Centres (CYCC) in terms of section 196 of the Children's Act, 38 of 2005 and people on parole.
- b) Mine Health and Safety inspectors.

- 3.2. The annual adjustment of the danger allowance will continue to be effected on 1 July of each year based on the projected CPI as at 1 April of that year.
- 3.3. Any additions to the occupational categories identified in Annexure A shall be the subject of negotiations.
- 3.4. The provisions of the Standard and Special Danger Allowances shall exclude staff employed in terms of the South African Police Service Act, 1995.
- 4. The financial implications attached to the implementation of Determination and Directive on Danger Allowance, read with PSCBC Resolution 4 of 2015 must be defrayed from departmental budget allocations.

  
DIRECTOR-GENERAL  
DATE: 15/06/2015