



**DETERMINATION AND DIRECTIVE ON DANGER ALLOWANCE
IN THE
PUBLIC SERVICE**

JULY 2016

**MADE BY THE MINISTER FOR PUBLIC SERVICE AND
ADMINISTRATION**



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PART I: GENERAL

1. AUTHORISATION

- 1.1. This Determination and Directive (hereafter referred to as the Determination and Directive) is made in terms of section 3(5)(a) and 5(6)(b), respectively, of the Public Service Act, 1994, as amended, by the Minister for the Public Service and Administration.
- 1.2. The Determination and Directive on Danger Allowance must be read and applied in conjunction with PSCBC Resolution 1 of 2007 as amended by PSCBC Resolution 4 of 2015.

2. SCOPE OF APPLICATION

- 2.1. This Determination and Directive applies to the employer and the employees who -
 - 2.1.1. are employed by the State; and
 - 2.1.2. fall within the registered scope of the Public Service Coordinating Bargaining Council (PSCBC).
- 2.2. The provisions of the Standard and Special Danger Allowances shall exclude staff employed in terms of the South African Police Service Act, 1995.

3. COMMENCEMENT DATE

- 3.1. Save for the allowances mentioned in paragraph 3 of Part II, this Determination takes effect on 1 April 2015.
- 3.2. The Danger Allowances shall be implemented with effect from 1 July of each year.

4. PRINCIPLES

- 4.1. The occupational categories and payment of the danger allowance employees attached to those occupational categories take into account-
 - 4.1.1. the nature of their duties and the work environment;
 - 4.1.2. the nature and extent of the risk to which they are exposed;
 - 4.1.3. the frequency of the risk, i.e. when do the Employees experience a genuine risk to their life during the course of their employment or during training;
 - 4.1.4. the health and safety and/or precautionary measures the employer has implemented to mitigate the risks;
 - 4.1.5. if mitigating measures are in place, the degree to which the risk could be mitigated. If not mitigated or partially mitigated the reasons that the risk persists and the degree to which it continues to present a genuine life-threatening risk to the employee; and



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- 4.1.6. substantive motivation provided by the Employer where the risks cannot be mitigated through safety and/or precautionary measures.



PART II: PROVISIONS ON THE DANGER ALLOWANCE

1. The employer shall pay the Standard Danger Allowance to an employee who in the course of her or his employment experiences a genuine risk to her or his life and who is employed in one of the following occupational categories and identified areas at work (where indicated):
 - 1.1. Traffic/Regulatory Inspectors;
 - 1.2. Centre-based Correctional Officers guarding prisoners;
 - 1.3. Social Workers, Social Auxiliary Workers, Youth Workers, Probation Workers, Nursing Personnel, Occupational Therapists, Psychologists and Vocational Counsellors and Health Related 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;
 - 1.4. Nurses working with psychiatric patients;
 - 1.5. Educationists working with prisoners;
 - 1.6. Nature Conservationists involved in law enforcement and investigations;
 - 1.7. Identified categories of emergency services personnel;
 - 1.8. Identified categories of Immigration Officers;
 - 1.9. Centre-based artisans working with prisoners; and
 - 1.10. Mine Health and Safety Inspectors.
 2. The employer shall pay the Special Danger Allowance to an employee who works in the Department of Correctional Services and is-
 - 2.1. Involved in duties that require direct contact with maximum security prisoners; and
 - 2.2. Is part of the Reaction Unit.
 3. The Standard Danger Allowance or Special Danger Allowance shall be paid to employees referred to in paragraph 1, above, -
 - 3.1. On a monthly basis if they experience a genuine risk to their lives each and every time they undertake their duties, at the following rates with effect from 1 July 2016:
 - 3.1.1. Standard Danger Allowance: R423.00 p.m.
 - 3.1.2. Special Danger Allowance: R633.00 p.m.
- OR



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- 3.2. On a daily basis if they only experience a genuine risk to their lives at times during the performance of their duties. The daily rate of the Danger Allowances, is calculated according to the following formula:

Annual Tariff/ 365

Example: $\frac{R\ 423.00 \times 12}{365}$

= R 13.91 p.d.

4. The annual adjustment of the Standard and Special Daily Allowances will be effected on 1 July of each year based on the projected CPI as at 1 April of that year.
5. If an employee qualifies for both the Standard and Special Daily Allowances, she or he may receive both simultaneously.
6. The employer shall pay a danger allowance on the date an eligible employee receives her or his salary. The employer shall stop paying the allowance when the employee stops being eligible.
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