



PIXLEY KA SEME DISTRICT MUNICIPALITY

DANGER ALLOWANCE POLICY (COVID – 19) FOR YEAR 2024

Related Policies and Legislation	• Local Government: Municipal Structures Act, Act No. 117 of 1998 • Local Government: Municipal Systems Act, Act No. 32 of 2000; • Labour Relations Act, Act No. 66 of 1995, as amended • Basic Conditions of Employment Act, Act No.95 of 1997; • SALGBC's Conditions of Service
Applicability	This policy applies to all permanent and contract municipal employees.
Policy Benchmark and References	SALGABC Conditions of Services

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1. PREAMBLE

To present danger allowance policy (COVID – 19) on the eligibility of employees who will work during the COVID -19 pandemic and lockdown in terms of the danger classification guidelines from Department of Employment and Labour.

2. POLICY STATEMENT AND PURPOSE

The purpose of this policy is to properly inform the basis upon which Pixley Ka Seme District Municipality may pay a danger allowance as goodwill of the municipality in appreciation and recognition of the employees who may, on occasion or continuously, be subjected to life-threatening situations in the course of duty during the lockdown and associated period as a result of the COVID – 19 pandemic crises. This policy is a special purpose instrument for the COVID 19 period and nothing else.

Note: *There is no legal obligation on the Municipality to pay employees a Danger Allowance or Danger Pay.*

3. SCOPE OF APPLICATION

The policy applies to all permanent and contract employees of Pixley Ka Seme District Municipality, who would be deemed eligible for payment of danger allowance by the outcomes of the risk assessment to be conducted by the municipality to determine the level of risk exposure to danger.

4. BACKGROUND

That the employer views payment of danger allowance as policy issue and not a collective bargaining issue. In this instance Pixley Ka Seme District Municipality does not have a policy regulating payment of danger allowance. The level of jurisdiction to determine its applicability and quantum is neither the divisional nor central bargaining level but that of a municipality, according to the level of Bargaining Collective Agreement concluded by SALGA with the admitted trade

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unions in the SALGBC. The payment is subject to risk assessment being performed by the employer, in this instance the Pixley Ka Seme District Municipality. The danger allowance payment is also subject to availability of budget and approval thereof by Council.

That the employer in this regard intends to follow the framework of danger classification as per the Department of Employment and Labour which is as follows:

The department of Employment and Labour Workforce COVID-19 Preparedness Guidelines envisages the assessment and classification of worker risk or occupational exposure to COVID-19 from very high to high, medium or low risk.

The level as extracted from the guidelines are as follows:

(a) Very High Exposure Risks Jobs: These are jobs with high potential exposure to known or suspected sources of COVID-19 during specific medical, post mortem or laboratory procedures. Workers in this category include:

- Healthcare workers (e.g., doctors, nurses, dentists, paramedics, emergency medical technicians etc.
- Health or laboratory personnel collecting or handling specimen from known or suspected COVID-19 patients
- Morgue workers performing autopsies, which generally involve aerosol generating procedures, on the bodies of people who are known to have, or suspected of having COVID-19 at the time of their death.

(b) High Exposure Risk: These are jobs with potential for exposure to known or suspected sources of COVID-19. Workers in this Category include:



- Healthcare delivery and support staff (e.g., doctors, nurses and other hospital or clinic staff who must enter patients' rooms and get exposed to known or suspected COVID-19 patients)
- Medical transport workers (e.g., ambulance personnel)
- Mortuary workers in preparing the bodies of people who are known to have, or suspected of having COVID-19 at the time of their death

(c) Medium Exposure Risk: Medium exposure risk jobs include those that require frequent and/or close contact (i.e., within 2 meters) of people who may be infected with COVID-19 but are not known or suspected COVID-19 patients. Workers in this group may have frequent contact with travellers who may return from international locations with widespread COVID-19 transmissions.

(d) Lower Exposure Risk: Lower exposure risk jobs are those that do not require contact with people known to be, or suspected of being infected with COVID-19, nor frequent close contact (i.e., within 2 metres of) the general public. Workers in this category have minimum occupational contact with the public and other co-workers.

The risk exposure assessment will be shared with the organized labour for consultation purposes only. After consultation with organized labour the risk exposure assessment will be presented to council or delegated structure of council for approval with a proposed quantum of payment of standard flat rate of danger allowance benchmarked against the current Department of Public Service and Administration of **R474.00** payable monthly together with the salary of each eligible employee, but not beyond the COVID-19 period. It should also be noted that such danger allowance if approved by council will not be subject to hours worked or shift structure but merely a flat monthly payment notwithstanding the time or period in which it is paid. The municipality will consider budget implications of paying special danger allowance on a month-to-month basis to its affected employees guided by the duration of the lockdown informed by:

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(a) the total number of employees at work

(b) the outcome of the risk exposure assessment to dangers of all essential services jobs, and

(c) the municipality will consider for possible payment of danger allowance **ONLY** to those jobs that are reflected in classification matrix as being in **Very high to High Exposure to danger quadrant**.

4.1. RISK ASSESSMENT METRICS PER DEPARTMENT AS PER DEPARTMENT OF EMPLOYMENT AND LABOUR GUIDELINES

The employer component requires to make payment of the allowance should be based on a risk assessment as stipulated. The employer should proceed and conduct risk assessment of all the employees who were at work regarded as essential services employees and faced exposure to the danger of contracting the diseases whilst performing their duties.

5. ELIGIBILITY TO USE A DANGER ALLOWANCE (COVID – 19) POLICY

The following categories of people shall be eligible to use the policy as they are exposed to danger:

- Security Guards
- Cleansing – collecting refuse, amenities
- Environmental Health Practitioners

In case where danger occurred, the Municipality reserve a right to investigate and determine the circumstances under which it occurred.

6. PAYMENT OF DANGER ALLOWANCE POLICY

The employer shall compensate an employee who risks her/his life during the COVID – 19 pandemic and lockdown, when carrying out specified duties. The employer shall not pay a Danger Allowance to an employee who does not participate in the line activities of her or his department. The employer shall pay

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the Standard Danger Allowance to an employee who undertakes duties in the course of her or his work, experiences a genuine risk to her or his life.

The employer shall pay a danger allowance of an amount of **R474. 00** per month on the date an eligible employee receives her or his salary. The employee shall stop paying the allowance when the employee stops being eligible.

7. VIOLATION AND ENFORCEMENT

The violation of this policy may lead to disciplinary action being instituted against a person who is deemed to have violated the policy as per the rules and regulations of COVID – 19 pandemics.

8. MONITORING, EVALUATION AND REPORTING

All employees are responsible for ensuring that the rules and regulations of COVID – 19 pandemics are adhered to and ensure non-violation of other employee's rights.

9. POLICY REVIEW AND AMENDMENTS

This policy applies from the inception of the national state of disaster and COVID 19 regulations until they are lifted or discontinued when everything has come to normality in the country (South Africa). This policy should under no circumstance endure beyond the period for which it is intended, hence it is designed as a special purpose policy instrument for COVID – 19 pandemics.

10. POLICY WAIVING AND IMPLEMENTATION PROVISIONS

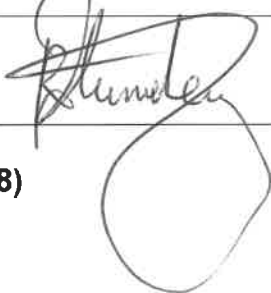
No one is allowed to partly or wholly waive the policy in any event except the South African President Honorable Cyril Ramaphosa announce that COVID – 19 and lockdown is lifted.

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11. ADOPTION AND APPROVAL OF POLICY

This policy is adopted and approved by the full Council of Pixley Ka Seme District Municipality for implementation.

Effective from: Date of approval by PKSDM Council.

NAME & SURNAME	SIGNATURE	DATE
EXECUTIVE MAYOR UR ITUMELENG		16/05/2024

RESOLUTION: R2024-05-16 (9.8)