

RESOLUTION OF THE COUNCIL OF POLOKWANE LOCAL MUNICIPALITY

DATE OF RESOLUTION: 29 JANUARY 2026

RESOLUTION NO: CR193/01/26

ITEM – 8.2.5

REPORT ON THE PROPOSAL TO REVIEW THE DANGER ALLOWANCE POLICY

RESOLVED THAT:

- (a) The report on the review of the Danger Allowance Policy be approved.
- (b) The current Danger Allowance Policy be reviewed to include the matrix with detailed risk scoring, exposure frequency, and severity ratings to ensure fairness and transparency.
- (c) It be noted that review of the Policy and enhancement of the current matrix to align it with recognized occupational risk assessment standards will assist fairness in terms of allocation of danger allowance to qualifying positions.
- (d) Both the Policy and identified positions be approved.
- (e) Implementation be effective February 2026, immediately after the Adjustments Budget.

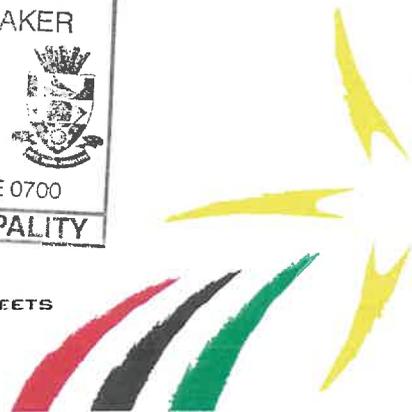

CLLR KOBELA WELHEMINA MODIBA
COUNCIL SPEAKER

2026/01/29
DATE



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TO : COUNCIL

DATE : 29 JANUARY 2026

FROM : MAYORAL COMMITTEE

SUBJECT: REPORT ON THE PROPOSAL TO REVIEW THE DANGER ALLOWANCE POLICY

1. PURPOSE OF THE REPORT

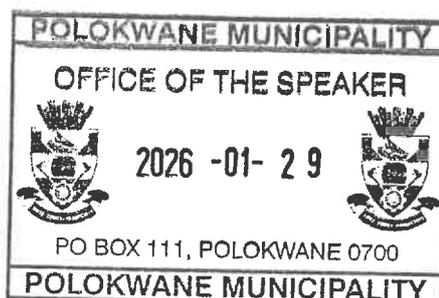
The purpose of this report is to request approval of the review of Danger Allowance Policy adopted by Council on the 29 July 2022 for implementation.

2. BACKGROUND

In 2022 Council approved the Danger Allowance Policy (CR/03/07/22) based on the report that indicated that the South African Local Government Bargaining Council (SALGBC) in its Circular 02/2021 acknowledged that the Main Collective Agreement does not cover Danger Allowance and the allowance cannot and should not be negotiated at any Division of the SALGBC.

Polokwane Municipality Management together with leadership of IMATU and SAMWU through the Local Labour Forum (LLF) have held numerous engagements on the implementation of the council approved policy and consideration in the engagements considered the issue of affordability as well as identification process and procedure for the positions to qualify for the Danger Allowance.

After numerous engagements, where Management and LLF could not find each other on the best way to implement the danger allowance, the Executive Management resolved to establish a task team which was formed by Executive Directors and OHS Team to finalize the submitted proposed positions to receive the Danger Allowance.



The Task Team had meetings and as part of deliberations, the adopted Danger Allowance Policy was used as a referral and the proposed lists of positions with motivations were also considered.

As part of the engagements the Task Team assessed the existing matrix used to determine employee eligibility and considered the policy provisions in relation to Danger Allowance. During this process, it was found that the matrix lacked comprehensive calculation parameters and measurable indicators, such as risk exposure levels, frequency, and severity. This has made it difficult to apply the policy consistently and objectively across different SBUs.

The Policy has an approved amount of R500 as Danger Allowance compensation whilst there are various levels of danger and exposure to various positions which will be an inconsistent application should similar amount be applied to all positions while they vary with severity and level of dangers exposed to.

3. FINDINGS OF THE TASK TEAM

The review revealed that:

- The current matrix does not contain quantifiable risk assessment criteria.
- There is insufficient guidance on how to calculate or weigh various risk factors.
- These limitations hinder the Task Team's ability to fairly and accurately identify eligible employees.
- The blanket approach to allocate same amounts for all positions may be found to be inconsistent and unfair.

4. RECOMMENDATIONS OF THE TASK TEAM

The Task Team therefore recommended that:

- The current Policy be reviewed to include the matrix which properly guides how positions should be identified for Danger Allowance,
- The matrix should include guidance to calculate or weigh various risks factors,
- The amount attached to the current policy be reviewed, i.e. allocation of R500 be for High Riks and Medium Risk positions be allocated R300,
- Low Risk identified positions to not be compensated with Danger Allowance as per the nature of their risk exposure, and
- That all positions allocated and/or identified be reviewed annually to assess the risk mitigation levels



5. RISK APPETITE AND TOLERANCE

The City of Polokwane Risk Appetite and Tolerance Framework was utilized to determine and reflect the level of risk exposure categories in line with the guideline issued on Determination and Directive on Danger Allowance in the Public Service, the Municipality shall pay the standard Danger Allowance to an employee per month, who in the course of her or his employment experiences a genuine risk to her or his life and due to the nature of their employment/duties.



6. STANDARD RISK MATRIX

The Standard Risk Matrix that the Task Team suggested be used and in accordance with the Policy is presented below:

TABLE. 6. 1:

Risk Magnitude	Nature of work	Occupation requiring health and safety precautions	Frequency of use of health and safety and or/ precautionary measures the Employer has implemented to mitigate the risks	Frequency of visit/ close contacts with the public.	Frequency of exposure to the identified occupational risks
Very High Exposure Risk Jobs	Fieldwork and/or Chemical exposure areas	Yes	Daily	Daily	Daily
High Exposure Risk	Fieldwork and/or Chemical exposure areas	Yes	Weekly	Weekly	Weekly
Medium Exposure Risk	Workstation based (Visit the site as when required)	As and when required (Monthly)	As and when required (Monthly)	As and when required (Monthly)	As and when required (Monthly)
Lower Exposure Risk	Workstation based	No	No	No	No

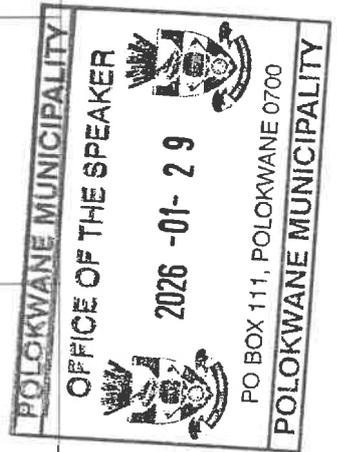


TABLE: 6.2

Risk Magnitude	Risk Acceptability	Proposed mitigating steps	Proposed Danger Allowance Amount per month.
Very High Exposure Risk Jobs Level 1	Unacceptable risk	Take action to reduce risk with highest priority	R 00.00
High Exposure Risk Level 2	Unacceptable risk	Take action to reduce risk with highest priority	R 500.00
Medium risk Level 3	Unacceptable risk	Take action to reduce risk, inform management e.g. PPE, equipment, they don't work on live wires.	R 300.00
Low risk: Level 4	Accept Risk	Monitor closely – control, monitor, inform management	R0.00
Minimum risk: Level 5	Accept Risk	No risk reduction – control, monitor, inform management	R0.00



TABLE 6.3 Risk Rating Key

Risk Level	Scoring Range	Action Required
Low (Green)	1-4	Acceptable Maintain Control
Medium (Yellow)	5-9	Monitor and Improve Control
High Risk 2 (Red)	10-15	Immediate action requires Senior Management attention
High Risk 1 (Dark Red)	15-20	Stop activity until risk is reduced. Urgent management intervention



7. DANGER ALLOWANCE ELIGIBILITY

The following categories of employees as per Directorate/SBU shall be eligible to Danger Allowance:

7.1. DIRECTORATE: PUBLIC SAFETY

7.1.1. SBU: DISASTER MANAGEMENT

SUB SECTION: FIRE SERVICES (OPERATIONAL, SAFETY AND TRAINING PERSONNEL)

NO	Job Title	Danger Risk	Impact	Likelihood	IXL	Risk Index	Tolerance & Appetite
1.	1. Junior Fireman 2.Senior Fireman 3.Leadng Fireman 4.Station Officers 5.Divisional Officers 6.Deputy Chief Fire Officer 7.Chief Fire Officer No:80	Loss of life/injury during fire quenching	5	3	15	High Risk	Unacceptable

SUB SECTION: DISASTER MANAGEMENT

NO	Job Title	Danger Risk	Impact	Likelihood	IXL	Risk Index	Tolerance & Appetite
1.	1 x Chief Disaster Management	Floodwaters, unstable terrain, Hazardous chemicals, Collapsed buildings and unstable structures, Extreme weather conditions	4	2	08	Medium Risk	Unacceptable



2.	1 x Senior Disaster Management Officer	Floodwaters, unstable terrain, Hazardous chemicals, Collapsed buildings and unstable structures, Extreme weather conditions	4	2	08	Medium Risk:	Unacceptable
3.	1 x Disaster Management Officer	Floodwaters, unstable terrain, Hazardous chemicals, Collapsed buildings and unstable structures, Extreme weather conditions	4	2	08	Medium: Risk	Unacceptable
4.	4 x Assistant Disaster Management Officers	Floodwaters, unstable terrain, Hazardous chemicals, Collapsed buildings and unstable structures, Extreme weather conditions	4	4	08	Medium Risk:	Unacceptable



7.1.2. SBU: TRAFFIC AND LICENSING

NO	Job Title	Danger Risk	Impact	Likelihood	IXL	Risk Index	Tolerance & Appetite
1.	Traffic services and By-Laws enforcement: Traffic Chiefs, Assistant Chiefs, Senior Superintendents, Superintendents Traffic, Traffic Officers and Traffic Wardens No:97	Moving vehicles extreme weather Aggressive motorist crowded control biochemical exposure – roadside position hazards	5	3	15	High Risk 2	Unacceptable

7.1.3. SBU: BY LAW ENFORCEMENT & SECURITY (OPERATIONAL, SAFETY AND TRAINING PERSONNEL)

NO	Job Title	Danger Risk	Impact	Likelihood	IXL	Risk Index	Tolerance & Appetite
1	Security Officers Law Enforcement Officers Snr Security Officers Assistant Chief Asset Protection Assistant Chief Public Order Control Superintendent Asset Protection Superintendent Asset Protection Chief Security Officer No:69	Assaults and physical attached, Armed Confrontation, Vehicle road accident, Foot patrol Hazards, Biological Hazards, Exposure to weather conditions, Ambush Robberies and Violent Crimes.	5	3	15	High Risk 2	Unacceptable



7.2. DIRECTORATE: ENERGY SERVICES
7.2.1. SBU: ENERGY SERVICES: OPERATIONS AND MAINTENANCE

NO	Job Title	Danger Risk	Impact	Likelihood	IXL	Risk Index	Tolerance & Appetite
01	Senior Technical Assistant x 1	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
02	Superintendent x 2	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
03	Technicians x 5	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
04	Inspector x 2	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
05	Electrician x 33	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable



06	Linesmen x 17	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
07	Special Worksmen x 12	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
08	Artisan Assistant x 38	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable
09	General Worker x 65	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Working in confine spacing, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk 2	Unacceptable



7.3. DIRECTORATE: WATER AND SANITATION

7.3.1. SBU: WATER PLANT OPERATIONS & QUALITY MANAGEMENT

NO	Job Title	Danger Risk	Impact	Likelihood	IXL	Risk Index	Tolerance & Appetite
01	Artisan Electrician x 2	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Exposure to Hazardous substances, Manual handling	5	3	15	High Risk 2	Unacceptable
02	Assistant Operator x 15	Chemical hazards, Biological, Physical and Mechanical, Electrical and Fire Risk, drowning, Manual Handling	5	3	15	High Risk 2	Unacceptable
03	Fitter and Turner x 3	Chemical and fire risk, Confine spaces, Public Aggression and Assault, Equipment and Operational Risks, Physical and Mechanical Risk	5	3	15	High Risk 2	Unacceptable
04	Lab Analyst x 4	Chemical and Biological Risk	5	3	15	High Risk 2	Unacceptable
05	Lab Assistant x 1	Physical and Mechanicals Risk	5	3	15	High Risk 2	Unacceptable
06	Lab Technician x 2	Physical and Mechanicals Risk, Noise Exposure, Fire and Explosion	5	3	15	High Risk 2	Unacceptable
07	Millwright x 1	Electrical and Energy Hazards, Physical and Mechanical Risk, Environmental and Chemical Risk	5	3	15	High Risk 2	Unacceptable
08	Plant Supervisor x 5	Chemical hazards, Biological, Physical and Mechanical, Electrical and Fire Risk, drowning, Manual Handling	5	3	15	High Risk 2	Unacceptable



09	Process Controller x 4	Chemical hazards, Biological, Physical and Mechanical, Electrical and Fire Risk, drowning, Manual Handling	5	3	15	High Risk:2	Unacceptable
10	General Worker x 4	Electrical Shock, Arch Flash and Arch Blast, falls from Heights, Exposure to Hazardous substances, Manual handling.	5	3	15	High Risk:2	Unacceptable



8. DIRECTORATES WITHOUT IDENTIFIED POSITIONS FOR DANGER ALLOWANCE CONSIDERATION:

- Corporate and Shared Services
- Planning and Economic Development
- Budget and Treasury
- Transportation Services
- Roads Services
- Chief Operations Office

9. FINANCIAL IMPLICATIONS/GCFO's COMMENTS

Danger Allowance is in the form of monetary value and will be payable to a qualifying position in the amount of **R500.00 per month for High Risk 2**, and **R300.00 per month for Medium Risk**.

The total number of positions who qualify for Danger Allowance per directorate are as set out in the table hereunder:

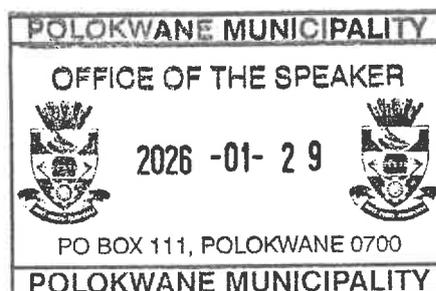
DIRECTORATE	HIGH RISK 2 @ R500/month		MEDIUM RISK @ R300/month		MONTHLY TOTAL	
	Positions	Amount	Positions	Amount	Positions	Amount
Community Services/Public Safety	246	123 000	7	2 100	253	125 100
Energy Services	175	87 500	0	0	175	87 500
Water and Sanitation	41	20 500	0	0	41	20 500
MONTHLY TOTAL	462	231 000	7	2 100	469	233 100

A budget of **R 233 100.00** will be required for **469 (462 High Risk 2 and 07 Medium Risk)** recommended/qualifying employees per month, which translates to **R2 797 200.00** per year/annum, therefore savings from Employees Performance Bonus budget will be adjusted to cater for Danger Allowance.

Recommendations are supported.

10. LEGAL IMPLICATIONS/MANAGER LEGAL COMMENTS:

From the report of the Corporate and Shared Services directorate it is evident that the adopted and current Danger/Hazard Allowance Policy, approved by council in 2022, lacks vital



directives concerning the risk assessment of positions covered by the Policy which directly impacts negatively on calculation of danger allowances in a fair and equitable manner.

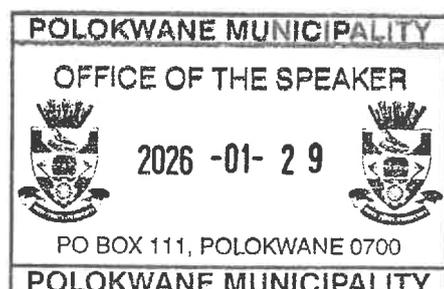
The report-back from the appointed municipal task team could not progress in determining qualifying risk categories to be included and compensated in the ambit of the Danger/Hazard Allowance Policy, because it was found that the information contained in the policy lacked comprehensive risk calculation parameters and measurable indicators, such as risk exposure levels, frequency, and severity.

In short a proper Occupational Health and Safety risk assessment of each identified occupational position flagged for potentially receiving a danger allowance has to be done prior to finalisation of the policy and determination of the danger allowance proposed to be paid.

In August 2021, the Minister for Public Service and Administration published the DETERMINATION AND DIRECTIVE ON DANGER ALLOWANCE IN THE PUBLIC SERVICE, which document deals with occupational categories possibly posing risk to life of the incumbents in public service excluding the South African Police Service.

The said directive contains the following principles for each one of the potential occupational categories proposed to receive a danger allowance, which have to be identified through a risk assessment exercise and taken into account for each position in order to determine a fair and equitable danger allowance:

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



It is evident that review of the current Danger Allowance Policy will in all probability be a cumbersome process which has to be subjected to an intensive OHS risk assessment and comparison with other industry-related norms and standards.

Subsequently it is doubtful whether it will be possible to implement the proposed Policy by February 2026.

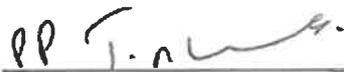
Save for recommendation 11.5, the recommendations are supported.

11. CONSULTATION

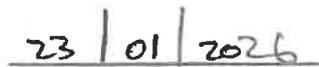
The Admin and Governance portfolio committee was duly consulted on this submission for its oversight role. The committee supported the report on its meeting held on the 20th of January 2026.

12. RECOMMENDATIONS:

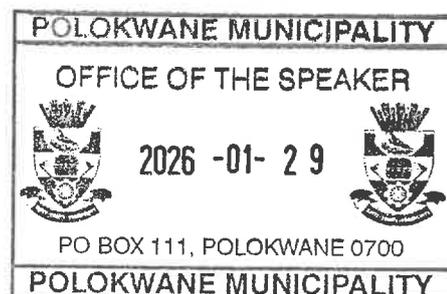
- (a) That the report on the review of the Danger Allowance Policy be approved.
- (b) That the current Danger Allowance Policy be reviewed to include the matrix with detailed risk scoring, exposure frequency and severity ratings to ensure fair, transparency.
- (c) Review of the policy and enhancement of the current matrix to align it with recognized occupational risk assessment standards will assist fairness in terms of allocation of danger allowance to qualifying positions.
- (d) That both the policy and identified positions be approved.
- (e) That implementation be effective February 2026, immediately after budget adjustment.



CLLR JOHN MPE
EXECUTIVE MAYOR



DATE

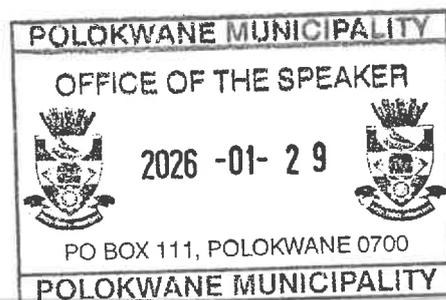




DRAFT

DANGER/ HAZARD ALLOWANCE

POLICY



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DRAFT DANGER/HAZARD ALLOWANCE POLICY

1. PREAMBLE

- 1.1. The South African Local Government Bargaining Council (SALGBC) in its Circular 02/2021 acknowledges that:
- 1.2. The Main Collective Agreement does not cover Danger allowance and the allowance cannot and should not be negotiated at any Division of the SALGBC.
- 1.3. The SALGBC, advised that municipalities without Danger Allowance policy must with their senior municipal management and identified leadership of IMATU and SAMWU discuss the matter in order to arrive at an amicable resolution of which employees in the essential designation are indeed exposed to dangers or hazards and what procedure for those so identified needs to be applied to compensate them through the payment of a danger allowance subject to municipalities fulfilling their compliance in giving effect to this.
- 1.4. Therefore, the Danger allowance policy shall be an agreement between the parties at the Local Labour Forum between IMATU, SAMWU and Polokwane Municipality

2. DEFINITIONS

“Danger” is when your life is at risk of a possibility of losing life or limb permanently or partially and may lead to death or disability.

“Hazard” is any source of potential damage, harm or adverse health effects on something or someone.

“Danger allowance” is the additional compensation paid to employees who are working under hazardous/dangerous conditions or in extreme physical discomfort or distress.

3. SCOPE OF APPLICATION

- 3.1. This policy shall apply to all employees of Polokwane municipality falling within the registered scope of the SALGBC and are also eligible to receive the allowance in terms of clause 5 below.
- 3.2. This policy shall not apply to Councillors.

4. COMMENCEMENT DATE

The policy shall come into effect on a date determined by council as an effective date of the policy.



5. PRINCIPLES

- 5.1. Payment of the Danger/Hazard Allowance shall take into consideration the following: -
- 5.1.1. The nature of their duties and the work environment
 - 5.1.2. The nature and the extent at which they are exposed to the danger or the hazard
 - 5.1.3. The frequency of the danger or the hazard that is when do employees experience a genuine danger or hazard to their life during their employment.
 - 5.1.4. The health and safety measures and/or precautionary measures the Employer has put in place.
 - 5.1.5. If mitigating measures are in place, the degree to which the danger/hazard could be mitigated.
 - 5.1.6. If not mitigated or partially mitigated the reasons that the danger/hazard persist and the degree to which it continues to present a genuine life-threatening situation to the employee
 - 5.1.7. Substantive motivation provided by the Employer where the danger/hazard cannot be mitigated through safety and or precautionary measures, a motivation should be submitted.

6. RISK MATRIX ANALYSIS

The following occupational categories were identified for a risk matrix analysis through hazard categories.

- 6.1. In line with OHS there are six primary **hazard categories** named

- Physical hazards
- Chemical hazards
- Biological hazards
- Safety hazards
- Ergonomic hazards
- Psychosocial hazards

6.1.1. Biological

Biological hazards include viruses, bacteria, insects, animals, etc., that can cause adverse health impacts. For example, mould, blood and other bodily fluids, harmful plants, sewage, dust, and vermin.

6.1.2. Chemical

Chemical hazards are hazardous substances that can cause harm. These hazards can result in both health and physical impacts, such as skin irritation, respiratory system irritation, blindness, corrosion, and explosions.



6.1.3. Physical

Physical hazards are environmental factors that can harm an employee without necessarily touching them, including heights, noise, radiation, and pressure.

6.1.4. Safety

These are hazards that create unsafe working conditions. For example, exposed wires or a damaged carpet might result in a tripping hazard. *These are sometimes included under the category of physical hazards.*

6.1.5. Ergonomic

Ergonomic hazards are a result of physical factors that can result in musculoskeletal injuries. For example, a poor workstation setup in an office, poor posture, and manual handling.

6.1.6. Psychosocial

Psychosocial hazards include those that can have an adverse effect on an employee's mental health or wellbeing. For example, sexual harassment, victimisation, stress, and workplace violence.

7. CATEGORIZATION**7.1. Very High-Risk Category**

Very high exposure risk jobs are those with high potential and likely to result in failure, harm, or injury.

7.2. High Risk Category**High risk exposure**

High exposure risk jobs are those with high potential and likely to result in failure, harm, or injury.

7.3. Medium Risk Category**Medium Exposure Risk**

Medium exposure risk jobs include the chance or probability that a person will be harmed or experience an adverse health effect if exposed to a hazard.

7.4. Low Risk Category**Lower Exposure Risk**

Lower exposure risk (caution) jobs are those not likely to result in failure, harm, or injury: not having a lot of risk.



8. RISK TABLE

Severity	Meaning	Probability	Risk Category
Catastrophic	<ul style="list-style-type: none"> Multiple death Multiple Injury Equipment destroyed 	Frequent Occasional Remote Improbable Extremely probable	Very High
Hazardous	<ul style="list-style-type: none"> Large reduction in safety margin or workload such that operational perform their task accurately. Serious injury Major equipment destroyed. 	Frequent Occasional Remote Improbable Extremely probable	High
Major	<ul style="list-style-type: none"> A significant reduction in safety margins, a reduction in the ability of operation and the ability of being operational. Personnel to cope with adverse operations conditions workload as a result of an increase in workload and as a result of conditions impairing their efficiency. Serious incident. Injury to personnel 	Frequent Occasional Remote Improbable Extremely probable	Medium
Minor	<ul style="list-style-type: none"> Minor incidents Nuisance Operating Limitations. Use of emergency procedures. 	Frequent Occasional Remote Improbable Extremely probable	Lower
Negligible	Few consequences.	Frequent Occasional Remote Improbable Extremely probable	



9. STANDARD RISK MATRIX

TABLE. 9.1:

Risk Magnitude	Nature of work	Occupation requiring health and safety precautions	Frequency of use of health and safety and or precautionary measures the Employer has implemented to mitigate the risks	Frequency of visit/close contacts with the public.	Frequency of exposure to the identified occupational risks
Very High Exposure Risk Jobs	Fieldwork and/or Chemical exposure areas	Yes	Daily	Daily	Daily
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Medium Exposure Risk	Workstation based (Visit the site as when required)	As and when required (Monthly)	As and when required (Monthly)	As and when required (Monthly)	As and when required (Monthly)
Lower Exposure Risk	Workstation based	No	No	No	No



TABLE: 9.2

Risk Magnitude	Risk Acceptability	Proposed mitigating steps	Proposed Danger Allowance Amount per month.
Very High Exposure Risk Jobs Level 1	Unacceptable risk	Take action to reduce risk with highest priority	R 00.00
High Exposure Risk Level 2	Unacceptable risk	Take action to reduce risk with highest priority	R 500.00
Medium Risk Level 3	Unacceptable risk	Take action to reduce risk, inform management e.g. PPE, equipment, they don't work on live wires.	R 300.00
Low risk: Level 4	Accept Risk	Monitor closely – control, monitor, inform management	R0.00
Minimum risk: Level 5	Accept Risk	No risk reduction – control, monitor, inform management	R0.00

TABLE 9.3 Risk Rating Key

Risk Level	Scoring Range	Action Required
Low (Green)	1-4	Acceptable Maintain Control
Medium (Yellow)	5-9	Monitor and Improve Control
High Risk 2 (Red)	10-15	Immediate action requires Senior Management attention
High Risk 1 (Dark Red)	15- 20	Stop activity until risk is reduced. Urgent management intervention



10. ELIGIBILITY

10.1. A qualifying employee will be entitled to receive a monthly danger/hazard allowance on condition:

- i) The employee is not absent without leave (AWOL) during the 30 days of the calendar month.
- ii) Has not taken more than 30 days of leave within calendar month.
- iii) Has not engaged in unprotected industrial action / strike.
- iv) The employee remains appointed to designation classified as qualifying designation

10.2. For a designation to qualify to be classified as very high or high risk the following criterion must be met:

- i) The designation must be within a strategic business unit / section / unit designated / classified as high, medium, or low risk function.
- ii) It must be informed and supported by a comprehensive danger risks exposures assessment report compiled in consultation with line management, approved by Accounting Officer.
- iii) The risk assessment report must identify specific or class of danger/hazard risks exposures associated / inherent in the position / designation including available mitigatory options.
- iv) A determination must be made by the recommending and approving authority that the specific or class of danger risks exposures associated / inherent in the position / designation have not been adequately mitigated or cannot be proactively eliminated with the use of reasonable protective measures / equipment.
- v) That the factors giving rise to a danger/hazard risks exposure are consistent (not of an ad hoc in nature) and may occur unexpectedly.

11. PAYMENT OF DANGER/HAZARD ALLOWANCE

11.1. Danger/Hazard Allowance shall be paid monthly to employees who qualify in terms of the eligibility and applicable tax prescripts shall apply;

11.2. The monthly taxable benefit shall be **R 500.00** for **High Risk Exposure** and **R300** for **Medium Risk Exposure**; with due consideration to:



- *The nature of their duties and the work environment,*
- *The nature and extent of the risk to which they are exposed,*
- *The frequency of the risk, i.e., when do the Employees experience a genuine risk to their life during their employment, and*
- *The health and safety and /or precautionary measures the employer has implemented to mitigate the risk*
- *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.*

11.3. **Approval of the payment shall be sought from the Accounting Officer after submission of an assessment report with a clear motivation by the Line Manager.**

12. VIOLATION AND ENFORCEMENT

The violation of the policy may lead to disciplinary measures being taken against any person who is deemed to have violated the policy.

13. REVIEW OF THE POLICY

This Policy will be reviewed after every three years or when there is a change in legislation affecting it and considering feedback received from the various stakeholders and role players. Where necessary, the required amendments will be made and submitted to Council for approval.



→ Maggy Matshikwe.

EXTRACT FROM THE MINUTES OF THE COUNCIL MEETING HELD ON 29/07/2022

CR/03/07/22	A	PORTFOLIO: ADMIN AND GOVERNANCE DATE: 20/07/2022 ITEM: 13 PAGE: 3 (Vol 2) REF:	MAYORAL COMMITTEE DATE: 25/07/2022 ITEM: 6 PAGE: 183	COUNCIL DATE: 29/07/2022 ITEM: 6 PAGE: 184
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REPORT ON RISK/DANGER ALLOWANCE POLICY

RESOLVED

1. That Municipal Council take note of the report on Risk/Danger Allowance Policy;
2. That Municipal Council approves the Danger/Risk Allowance Policy and implementation thereof.

Action Director Corporate and Shared Services



**EXTRACT FROM THE AGENDA OF THE COUNCIL MEETING
HELD ON THE 29/07/2022**

AGENDA

ITEM 6	A	PORTFOLIO: ADMIN AND GOVERNANCE. DATE: 20/07/2022 ITEM: 13 PAGE: 3 (Vol 2) REF:	MAYORAL COMMITTEE DATE: 25/07/2022 ITEM: 6 PAGE: 183	COUNCIL DATE: ITEM: PAGE:
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REPORT ON RISK/DANGER ALLOWANCE POLICY

RECOMMEND

1. That Municipal Council take note of the report on Risk/Danger Allowance Policy;
2. That Municipal Council approves the Danger/Risk Allowance Policy and implementation thereof.

Action

Director Corporate and Shared Services



DIRECTORATE: CORPORATE AND SHARED SERVICES**ITEM:****REFERENCE:****REPORT OF THE DIRECTOR CORPORATE AND SHARED SERVICE****REPORT ON RISK/DANGER ALLOWANCE.****Purpose of the Report**

To request Municipal Council to note the Risk/Danger Allowance Policy and approve recommendations thereof.

BACKGROUND

The South African Local Government Bargaining Council (SALGBC) in its circular 02/2021 acknowledged that the Main Collective Agreement does not cover Danger allowance and the allowance cannot and should not be negotiated at any Division of the SALGBC.

The SALGBC then advised that municipalities without Danger allowance policy must with their senior municipal management and identified leadership of IMATU and SAMWU discuss the matter in order to arrive at an amicable resolution of which employees in the essential designation are indeed exposed to dangers or hazards and what procedure for those so identified needs to be applied to compensate them through the payment of a danger allowance subject to municipalities fulfilling their compliance in giving effect to this.

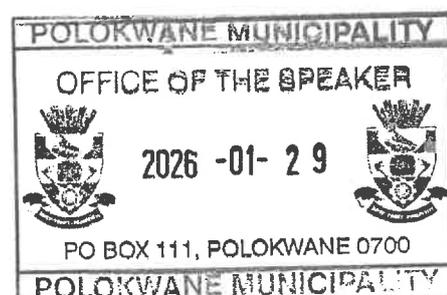
DISCUSSION

Polokwane Municipality does not have a Danger/ Risk Allowance policy in place. Following Circular number 02/2021, a Draft Danger/Risk Allowance Policy was presented and Discussed at the LLF Level as part of consultation with Organised Labour (IMATU AND SAMWU)

The draft policy was discussed at the Local Labour Forum and parties have agreed that the Draft Policy follow all Council process for adoption.

The following policy principles have been addressed in the policy,

1. Danger/risk allowance shall be paid monthly to employees who qualify in terms of the definition and policy principles.
2. The monthly tax inclusive allowance of R500 shall be payable to qualifying employees.
3. Approval of the payment shall be sought from the Accounting Officer after submission of an assessment report with a clear motivation by the line manager.



4. The motivation must include, nature of their duties and the work environment,
5. The nature and extent of the risk to which they are exposed
6. The frequency of the risk, i.e., when do the Employees experience a genuine risk to their life during their employment.
7. The health and safety and /or precautionary measures the employer has implemented to mitigate the risk
8. 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.

COMMENTS OF THE MANAGER LEGAL SERVICES

Occupational Health and Safety Act, 85 of 1993 (OHSA) requires the employer to provide and maintain as far as reasonably practicable, a working environment that is safe and without risks to the health of workers and to take such steps as may be reasonably practical to eliminate or mitigate the hazard or potential hazards.

The Act further requires employers, to ensure, as far as is reasonably practicable, that all persons who may be directly affected by their activities (such as customers, clients or contractors and their workers who enter their workplace or come into contact with their employees) are not exposed to hazards to their health or safety.

The Municipality does not have a Danger Allowance Policy in place should employees be exposed to any form of risk or danger which could spell catastrophic.

Circular number 02/2021 issued by the SALGBC gives Municipalities the powers to negotiate with Organized Labour / Trade Union a Danger Allowance Policy which shall be applicable to employees within the designated essential service who may be exposed to Risk / Danger in their line of work.

The Draft Policy is in accordance with SALGBC Circular number 02 of 2021 and therefore supported.

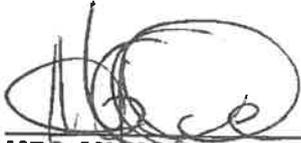
COMMENTS BY THE CHIEF FINANCIAL OFFICER

The Budget has not been allocated in the current budget as a separate line item required by MSCOA, however budget will be prioritized during the budget adjustment process.



RECOMMENDATIONS

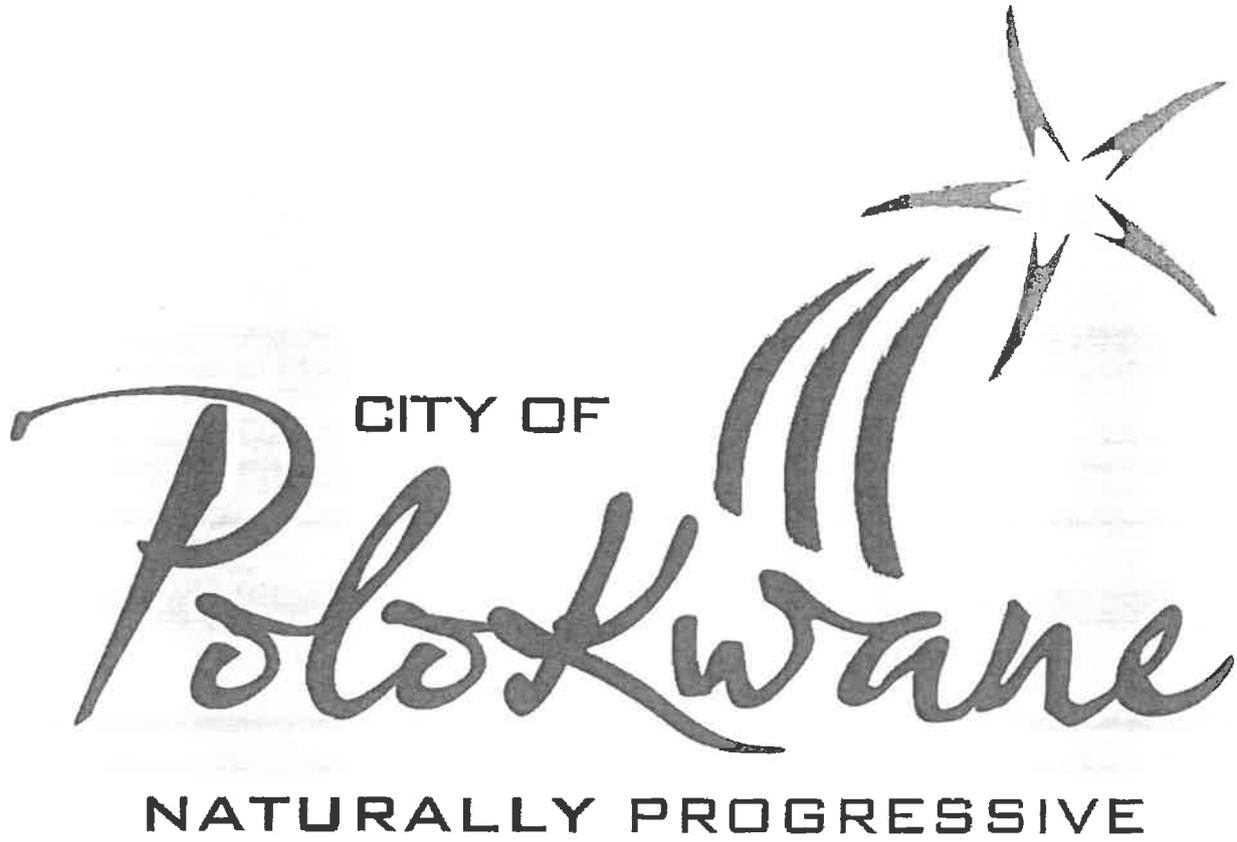
1. That Municipal Council take note of the report on Risk/Danger Allowance Policy.
2. That Municipal Council approves the Danger/Risk Allowance Policy.



MRS. MM MATSHIVHA
DIRECTOR CORPORATE AND SHARED SERVICES

22/07/2022
DATE





DRAFT DANGER/ HAZARD ALLOWANCE POLICY



DRAFT DANGER/HAZARD ALLOWANCE POLICY**1. PREAMBLE**

- 1.1 The South African Local Government Bargaining Council (SALGBC) in its circular 02/2021 acknowledges that:
- 1.2 The Main Collective Agreement does not cover Danger allowance and the allowance cannot and should not be negotiated at any Division of the SALGBC.
- 1.3 The SALGBC, advised that municipalities without Danger allowance policy must with their senior municipal management and identified leadership of IMATU and SAMWU discuss the matter in order to arrive at an amicable resolution of which employees in the essential designation are indeed exposed to dangers or hazards and what procedure for those so identified needs to be applied to compensate them through the payment of a danger allowance subject to municipalities fulfilling their compliance in giving effect to this.
- 1.4 Therefore, the Danger allowance policy shall be an agreement between the parties at the Local Labour Forum between IMATU, SAMWU and Polokwane Municipality

2. DEFINITIONS

“Danger” is when your life is at risk of a possibility of losing life or limb permanently or partially and may lead to death or disability.

“Hazard” is any source of potential damage, harm or adverse health effects on something or someone.

“Danger allowance” is the additional compensation paid to employees who are working under hazardous/dangerous conditions or in extreme physical discomfort or distress.

3. SCOPE OF APPLICATION

- 3.1 This policy shall apply to all employees of Polokwane municipality falling within the registered scope of the SALGBC and are also eligible to receive the allowance in terms of clause 5 below.
- 3.2 This policy shall not apply to the Councillors.



4. COMMENCEMENT DATE

The policy shall come into effect on a date determined by council as an effective date of the policy.

5. PRINCIPLES

5.1 Payment of the danger/hazard allowance shall take into consideration the following: -

- 5.1.1 The nature of their duties and the work environment
- 5.1.2 The nature and the extent at which they are exposed to the danger or the hazard
- 5.1.3 The frequency of the danger or the hazard that is when do employees experience a genuine danger or hazard to their life during their employment.
- 5.1.4 The health and safety measures and/or precautionary measures the Employer has put in place.
- 5.1.5 If mitigating measures are in place, the degree to which the danger/hazard could be mitigated.
- 5.1.6 If not mitigated or partially mitigated the reasons that the danger/hazard persist and the degree to which it continues to present a genuine life-threatening situation to the employee
- 5.1.7. Substantive motivation provided by the Employer where the danger/hazard cannot be mitigated through safety and or precautionary measures, a motivation should be submitted.

6. The following occupational categories were identified for a risk matrix analysis though hazard categories.

6.1. In line with OHS there are six primary hazard categories namely:

- Physical hazards
- Chemical hazards
- Biological hazards
- Safety hazards
- Ergonomic hazards
- Psychosocial hazards

- **Biological.** Biological hazards include viruses, bacteria, insects, animals, etc., that can cause adverse health impacts. For example, mould, blood and other bodily fluids, harmful plants, sewage, dust, and vermin.
- **Chemical.** Chemical hazards are hazardous substances that can cause harm. These hazards can result in both health and physical impacts, such as skin irritation, respiratory system irritation, blindness, corrosion, and explosions.
- **Physical.** Physical hazards are environmental factors that can harm an employee without necessarily touching them, including heights, noise, radiation, and pressure.



- **Safety.** These are hazards that create unsafe working conditions. For example, exposed wires or a damaged carpet might result in a tripping hazard. *These are sometimes included under the category of physical hazards.*
- **Ergonomic.** Ergonomic hazards are a result of physical factors that can result in musculoskeletal injuries. For example, a poor workstation setup in an office, poor posture, and manual handling.
- **Psychosocial.** Psychosocial hazards include those that can have an adverse effect on an employee's mental health or wellbeing. For example, sexual harassment, victimisation, stress, and workplace violence.

7. Categorization

7.1. Very High-Risk Category

Very high exposure risk jobs are those with high potential and likely to result in failure, harm, or injury.

7. 2. High Risk Category

High risk exposure

High exposure risk jobs are those with high potential and likely to result in failure, harm, or injury.

7.3. Medium Risk Category

Medium Exposure Risk

Medium exposure risk jobs include the chance or probability that a person will be harmed or experience an adverse health effect if exposed to a hazard.

7.4. Low Risk Category

Lower Exposure Risk

Lower exposure risk (caution) jobs are those not likely to result in failure, harm, or injury: not having a lot of risk.

8.Risk Table

Severity	Meaning	Probability	Risk Category
Catastrophic	<ul style="list-style-type: none"> • Multiple death • Multiple Injury • Equipment destroyed 	Frequent Occasional Remote Improbable	Very High



		Extremely probable	
Hazardous	<ul style="list-style-type: none"> • Large reduction in safety margin or workload such that operational perform their task accurately. • Serious injury Major equipment destroyed 	Frequent Occasional Remote Improbable Extremely probable	High
Major	<ul style="list-style-type: none"> • A significant reduction in safety margins, a reduction in the ability of operation and the ability of being operational. • Personnel to cope with adverse operations conditions workload as a result of an increase in workload and as a result of conditions impairing their efficiency. • Serious incident. Injury to personnel 	Frequent Occasional Remote Improbable Extremely probable	Medium
Minor	<ul style="list-style-type: none"> • Minor incidents • Nuisance • Operating Limitations. Use of emergency procedures. 	Frequent Occasional Remote Improbable Extremely probable	Lower
Negligible	Few consequences.	Frequent Occasional Remote Improbable Extremely probable	



9. ELIGIBILITY

9.1 A qualifying employee will be entitled to receive a monthly danger/hazard allowance on condition:

- i) The employee is not absent without leave (AWOL) during the 30 days of the calendar month.
- ii) Has not taken more than 30 days of leave within calendar month.
- iii) Has not engaged in unprotected industrial action / strike.
- iv) The employee remains appointed to designation classified as qualifying designation

9.2 For a designation to qualify to be classified as very high or high risk the following criterion must be met:

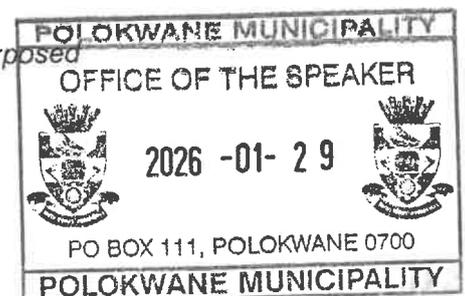
- i) The designation must be within a strategic business unit / section / unit designated / classified as high, medium, or low risk function.
- ii) It must be informed and supported by a comprehensive danger risks exposures assessment report compiled in consultation with line management, approved by the Municipal Manager.
- iii) The risk assessment report must identify specific or class of danger/hazard risks exposures associated / inherent in the position / designation including available mitigatory options.
- iv) A determination must be made by the recommending and approving authority that the specific or class of danger risks exposures associated / inherent in the position / designation have not been adequately mitigated or cannot be proactively eliminated with the use of reasonable protective measures / equipment.
- v) That the factors giving rise to a danger/hazard risks exposure are consistent (not of an ad hoc in nature) and may occur unexpectedly.

10. PRINCIPLES

10.1. Danger/risk allowance shall be paid monthly to employees who qualify in terms of the definition and applicable tax prescripts shall apply during the term of the lock down.

10.2 The monthly tax inclusive benefit shall be as follows, R 500.00.

- *The nature of their duties and the work environment*
- *The nature and extent of the risk to which they are exposed*



- *The frequency of the risk, i.e., when do the Employees experience a genuine risk to their life during their employment.*
- *The health and safety and /or precautionary measures the employer has implemented to mitigate the risk*
- *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.*
- ***Approval of the payment shall be sought from the Accounting Officer after submission of an assessment report with a clear motivation by the line manager.***

11. Violation and enforcement

The violation of the policy may lead to disciplinary measures being taken against any person who is deemed to have violated the policy.

12. REVIEW OF THE POLICY

This Policy will be reviewed after every three years or when there is a change in legislation affecting it and considering feedback received from the various stakeholders and role players. Where necessary, the required amendments will be made and submitted to Council for approval.





**SOUTH AFRICAN LOCAL GOVERNMENT
BARGAINING COUNCIL
HEAD OFFICE**

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Web-site: www.saigbc.org.za

17 March 2021

**TO: ALL MUNICIPAL MANAGERS
ALL CHIEF FINANCIAL OFFICERS
ALL HUMAN RESOURCES DIRECTORS**

THE PARTIES:

SALGA
SAMWU
IMATU

Mr. X George (012) 369 8001
Mr. K D Magagula Per Email
Mr. J Koen (012) 460 8444

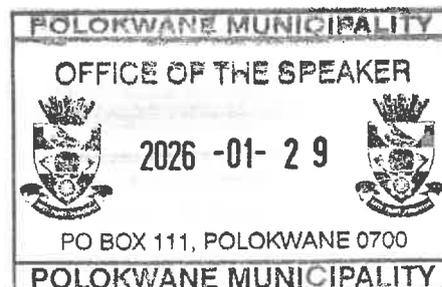
REGIONAL SECRETARIES:

Gauteng/Johannesburg/Tshwane Division	Ms. E Sekgweleo	(012) 665 1014
Eastern Cape Division	Mr. C. Gqeke	(041) 581 3648
Western Cape/Cape Metro Division	Ms. W Brink	(021) 917 1145
Northern Cape/Free State Division	Mr. T Mqobongo	(053) 831 3608
North West/Mpumalanga/Limpopo Division	Ms N Hlangwani	(012) 342 7015
KwaZulu-Natal/eThekweni Division	Mr. V Nzuza	(031) 201 9752

Circular 02/2021

Information Required by the parties for the Negotiations - Compensatory Framework for Essential Service Employees on duty during the Lockdown.

1. The purpose of this circular is two-fold:
 - a) Firstly, the parties to the Council at Central Council seek to clarify and distinguish between the compensatory framework and the danger allowance.
 - b) Secondly, the Council requests municipalities to submit information as per Annexure A to assist the parties at Central Council level when they negotiate the compensatory framework.



2. The context of this circular follows:

When Circular 5/2020 was issued in April 2020 the parties found themselves dealing with the COVID 19 that confronted the sector during Lockdown Level 5 at a time when the constituencies of each party were faced with the harsh reality of the pandemic, not having dealt with a similar situation before.

The compensatory framework was an idea that was conceived during Lockdown Level 5 at a meeting of the authorized party representatives held on 8 April 2020.

The parties have since April 2020 discussed the matter at various Executive Committee meetings on 23 July 2020, 30 September 2020, and 15 December 2020. The parties at Central Council therefore clarify the two issues below.

3. Compensatory Framework to be Negotiated at Central Council level

The first issue that needs to be clarified is that the parties now agree that the compensatory framework in the form of an ex-gratia payment will be negotiated at the Central Council level of the SALGBC.

The compensatory framework is not an instrument to measure the danger faced by employees but rather it is a gesture for employees who worked during the lockdown for the full duration, from Lockdown Level 5 to Lockdown Level 1.

The Executive Committee on 30 September 2020 resolved that municipalities must provide information to the bargaining council which will assist the bargaining partners when they negotiate the compensatory framework, the resolution is as follows:

- a) The SALGBC shall gather information from municipalities in respect of the number of essential service employees (name and details of essential service employees), as per the Disaster Management Regulations, that reported for duty from Lockdown Level 5 to Lockdown Level 1, excluding those essential service employees who did not report for duty due to a comorbidity or some other reason. The purpose of this information is to assist the parties to assess which employees are eligible for the compensatory framework.
- b) The negotiations in respect of the compensatory framework will commence after the lockdown is over.

4. Danger Allowance to be discussed at Municipal level or LLF level.

- a) The second issue that needs to be clarified is that the danger allowance must be discussed at the municipal level or LLF Level. From the report's parties have received



thus far, these discussions have commenced at some municipalities, at municipal level. These discussions must be guided by the following:

- The MCA does not cover a danger allowance.
- If a municipality has a policy which regulates a danger allowance, then the issue must be managed in terms of the relevant municipal policy.
- If there is no policy at a municipality, the senior municipal management and identified leadership of IMATU and SAMWU must discuss the matter. The parties must discuss the matter in order to arrive at an amicable resolution of which employees in the essential designation are indeed exposed to dangers or hazards and what procedure for those so identified needs to be applied to compensate them through the payment of a danger allowance subject to municipalities fulfilling their compliance in giving effect to this.

The danger allowance cannot and should not be negotiated at any Division of the SALGBC.

5. The Municipality must complete the attached Annexure A, in respect of the data required for the negotiations of the compensatory framework and submit same by not later than 26 April 2021 to data@salgbc.org.za.

All enquiries must be via email and can be submitted to: data@salgbc.org.za

The list of designated essential services is the same as listed in the SALGBC Framework Agreement on Essential Services.

Attached is the list of essential services, Annexure B, as Gazetted on 29 April 2020.

This circular and the word version of the form is available on the SALGBC website.

Yours faithfully


 S. GOVENDER
 GENERAL SECRETARY

**Encl: Annexure A (Pages 1-2)
 Annexure B (Pages 1-3)**





Information Required by the parties for the Negotiations - Compensatory Framework for Essential Service Employees on duty during the Lockdown

Part A: Details of Municipality

1. Name of Municipality: _____ Province: _____

2. Contact details of person completing this form.

NAME	POSITION

3.

EMAIL ADDRESS	MOBILE NUMBER	FACSIMILE NUMBER	LANDLINE NUMBER

Part B: Essential Service Employees on Duty during Lockdown

4. Total Number of employees in the municipality:

5. Total Number of employees who passed away due to COVID-19 related illness

6. Total Number of essential service employees

7. Did the municipality keep records or a register of essential service employees? YES NO

8. Does the municipality have a Minimum Service Agreement (MSA), ratified by the ESC? YES NO

Or

Does the municipality have a Minimum Service Determination (MSD), issued by the ESC? YES NO

Or

No MSA or MSD YES



ANNEXURE A

PART C: Details of Designated Essential (Municipal) Services

The following services provided by the Employer have been designated as essential by the Essential Services Committee (as Gazetted on the 12 September 1997 in Government Gazette 18276, Number 1216):

CATEGORY	NUMBER OF ESSENTIAL SERVICE EMPLOYEES REPORTED FOR DUTY	NUMBER OF ESSENTIAL SERVICE EMPLOYEES WITH COMORBIDITIES WHO DID NOT REPORT FOR DUTY	NUMBER OF ESSENTIAL SERVICE EMPLOYEES WHO WERE SUPPOSED TO REPORT FOR DUTY AND DID NOT REPORT FOR DUTY
Municipal Traffic Services and Policing			
Municipal Health			
Municipal Security			
The Supply and Distribution of Water			
The Generation, Transmission and Distribution of Power			
Fire-Fighting			
<p>The following parts of sanitation services:</p> <p>(a) The maintenance and operation of water-borne sewerage systems, including pumping stations and the control of discharges of industrial effluent into the system;</p> <p>(b) The maintenance and operation of sewerage purification works;</p> <p>(c) The collection of refuse and organic nature;</p> <p>(d) The collection of infectious refuse from medical and veterinary hospitals or practices;</p> <p>(e) The collection and disposal site; and</p> <p>(f) The collection of refuse left uncollected for 14 (fourteen) days longer, including domestic refuse and refuse on public roads and open spaces.</p>			



ANNEXURE B

Annexure: Categories of essential services shall be confined to the following services: (as amended by Gazette 43168 of 25 March 2020 and Gazette 43199 of 2 April 2020 and Gazette 43232 of 16 April 2020)

1. Medical, Health (including Mental Health), Laboratory and Medical services and the National Institute for Communicable Diseases; "

2. Disaster Management, Fire Prevention, Fire Fighting and Emergency services.

3.1 (a) The following services necessary to maintain the functioning of a financial system as defined in section 1(1) of the Financial Sector Regulation Act, only when the operation of a place of business or entity is necessary to continue to perform those services:

- (i) the banking environment (including the operations of mutual banks, cooperative banks, co-operative financial institutions and the Postbank);
 - (ii) the payments environment;
 - (iii) the financial markets (including market infrastructures licensed under the Financial Markets Act, 2012 (Act No. 19 of 2012);
 - (iv) the insurance environment;
 - (v) the savings and investment environment;
 - (vi) pension fund administration;
 - (vii) outsourced administration;
 - (viii) medical schemes administration; and
 - (ix) additional services designated in terms of regulation 11B(4A)(c)(i).
- (b) The services listed in paragraph (a) may not be construed to include debt collection services.

3.2 Services necessary for the provision of social grants designated in terms of regulation 11B(4A)(c)(ii)."

4. Production and sale of the goods listed in category A, above.

5. Grocery stores and wholesale produce markets, spaza shops, informal fruit and vegetable sellers and langanas, with written permission from a municipal authority to operate being required in respect of spaza shops and informal fruit and vegetable traders: Provided that all valid permits for spaza shops and informal fruit and vegetable traders issued before or during the declared national state of disaster and which fall due during the said period, will remain valid for a period of one month after the end of the national state of disaster.

6. Electricity (including vital demand management services), water gas and fuel production, supply and maintenance.



ANNEXURE B

7. Critical jobs for essential government services as determined by Head of National or Provincial Departments in accordance with the guidance of the Department of Public Service and Administration, including Social Grant Payments and pension payments.
8. Birth and death certificates, and replacement identification documents.
9. Essential municipal services.
10. Care services and social relief of distress provided to older persons, mentally ill, persons with disabilities, the sick, and children.
11. Funeral and cremation services, including mortuaries services and the transportation of mortal remains.
12. Wildlife Management, Anti-poaching, Animal Care and Veterinary services.
13. Newspaper, broadcasting and telecommunication infrastructure and services, including call centres critical for the support of such services.
14. Production and sale of any chemicals, hygiene products, pharmaceuticals for the medical or retail sector.
15. Cleaning, sanitation, pest control, sewerage, waste and refuse removal services.
16. Services related to the essential functioning of courts, judicial officers, the Master of the High Court, Sheriffs and legal practitioners required for those services.
17. Essential SARS services defined by the Commissioner of SARS.
18. Police, peace officers, traffic officers, military medical personnel and soldiers, correctional services officials and traffic management services.
19. Postal services and courier services related to transport of medical products.
20. Private security services.
21. Air-traffic Navigation, Civil Aviation Authority, air charters, Cargo Shipping and dockyard services.
22. Gold, gold refinery, coal and mining.
23. Accommodation used for persons rendering essential services, quarantine, isolation and the lockdown.



ANNEXURE B

24. Production, manufacturing, supply, logistics, transport, delivery, critical maintenance and repair in relation to the rendering of essential services including components and equipment.
25. Transport services for persons rendering essential services and goods, and transportation of patients.
26. Services rendered by the Executive, members of Parliament, Members of the Provincial Legislature, Members of Local Councils, the Judiciary, traditional leaders and National Office Bearers of Political Parties represented in Parliament.
- 27.1 Commissioners of the South African Human Rights Commission, Gender Commission, the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities, the Public Protector and Deputy Public Protector and the Independent Electoral Commission; and
- 27.2 Services rendered by the Institutions referred to in item 27.1.
28. Transport and logistics in respect of cargo and goods as set out in Part A to neighbouring countries.
29. Tow trucks and vehicle recovery services.
30. Call centres necessary to provide health, safety, social support, government and financial services, debt restructuring for consumers of retailers, and access to short-term insurance policies as a result of reduced income or loss of income.
31. Harvesting and storage activities essential to prevent the wastage of primary agricultural goods.
32. Implementation of payroll systems to the extent that such arrangement has not been made for the lockdown, to ensure timeous payments to workers; and
33. Critical maintenance services which cannot be delayed for more than 21 days and are essential to resume operations after the lockdown.
34. Trades necessary for the rendering of emergency repair work, including plumbers, electricians, locksmiths, glaziers, roof repair work.
35. Trades necessary for emergency automobile repairs for persons rendering essential services.
36. Information and Communication Technology services rendered to entities and institutions engaged in delivering essential services in terms of these Regulations.

