

GREAT KEI LOCAL MUNICIPALITY



DANGER ALLOWANCE POLICY

2023/2024

Danger Allowance Policy

After an engagement with Labour Representatives the Great Kei Municipality Management resolved to stop the payment of Danger allowance to all employees that are receiving this allowance.

It further resolved that this non-payment will be effected as of November 2019 until further notice.

1. PURPOSE AND SCOPE

- 1.1 To ensure that the rights of the employees are respected with regards to their security and injury on duty
- 1.2 The terms and conditions of service apply to the employer and all employees falling within the registered scope of the South African Local Government Bargaining Council (SALGBC)
- 1.3 The purpose of the terms and conditions of services is to regulate remuneration, allowances and benefits.

2. WHAT IS A DANGER

A danger is when your life is at risk possibly lose your life or permanently injured or paralysed and not be able to work again.

3. ELIGIBILITY TO USE A DANGER ALLOWANCE POLICY

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

- Security
- Electricians and their assistants
- Mayoral driver

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

4. DANGER ALLOWANCE

- a. The employer shall compensate an employee who risks her/his life in the course of carrying out specified duties or training.
- b. The employer shall not pay a Danger Allowance to an employee who **does not** participate in the line activities of her or his department.
- c. The employer shall pay the Standard Danger Allowance to an employee who undertakes or trains for one or more of the duties listed below, and in the course of her or his work or training, experiences a genuine risk to her or his life.

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- **Disconnection of Illegal connection**
- **Working with Craine truck**
- **Preventing crime inside the Municipal Premises**
- **Escorting Messenger with cash to the bank**
- **Looking after the valuable assets inside and outside the premises**

5. PAYMENT OF DANGER ALLOWANCE POLICY

- a. The employer shall pay a danger allowance of an amount of **R500. 00 a month** on the date an eligible employee receives her or his salary.
- b. The employee shall stop paying the allowance when the employee stops being eligible.
- c. Affected Directorates are to submit a list of employees that qualify for this allowance to Corporate Services Directorate.

6. 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

7. POLICY REVIEW AND AMENDMENTS

At the end of each financial year or where the Council deems it necessary, the policy shall be subjected to review and amendment as to ensure its continuing relevance and validity

- 7.1 A process wherein the Municipal Manager or any delegated council official shall make an input to the relevant council structures detailing the proposed amendments and the rationale thereof.

The amendments shall be placed on the council agenda and a vote shall be taken rectifying the policy

- 7.2 A Council resolution shall be recorded accurately reflecting the council decision and its number

Signature of the Municipal Manager *[Signature]*
Date 29 June 2023

Signature of the Mayor *[Signature]*
Date 29 June 2023

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