

MOPANI DISTRICT MUNICIPALITY



DANGER ALLOWANCE POLICY

2022/2023

MDM DANGER ALLOWANCE POLICY

DANGER ALLOWANCE POLICY FOR MDM

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1. PREAMBLE

- 1.1. The Municipality is committed to ensure a work environment that is safe and take reasonable steps to mitigate risks that may give rise to an unsafe work environment.
- 1.2. The Municipality acknowledges that each job inherently has its own dangers and risks that the incumbent may be exposed to.
- 1.3. The Municipality shall take all measures to safeguard employees within their various workstations acknowledging that some work functions have an omnipresent high level of safety risks.

2. OBJECTIVES

- 2.1 To establish terms and conditions regulating danger allowance.
- 2.2 To identify positions and category of jobs that qualifies for danger allowance.
- 2.3 To determine applicable rates for danger allowance.

3. SCOPE OF APPLICATION

- 3.1 The policy shall apply to essential employees in the Municipality.

4. DEFINITIONS

- 4.1 **MDM** means Mopani District Municipality
- 4.2 **Employee** means any person, excluding an independent contractor, who works for the municipality and who receives, or is entitled to receive, any remuneration;
- 4.3 **Council** means the municipal council of MDM.
- 4.4 **Danger Allowance** means a monthly amount paid to a qualifying employee.

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Expenditure Division shall be responsible for verifying compliance, make calculations and make payments and applicable deductions.

- 6.3 The qualifying employee's Department shall generate monthly variation advisory reports to Human Resource Management regarding compliance or non-compliance qualifying criteria.
- 6.4 A qualifying employee has a responsibility to adhere to provisions of the policy

7. ALLOWANCE

- 7.1 Danger allowance shall be paid to the categories of essential workers who are exposed to danger at workplace.
- 7.2 The Municipality shall pay the danger allowance on the date an eligible employee receives his or her salary and that the payment of the allowance will stop if the employee is no longer eligible to receive the allowance.
- 7.3 Danger allowance shall be a monthly benefit and applicable tax prescription shall apply.
- 7.4 The monthly tax inclusive benefit shall be **R 500.00 per month** per qualifying employee.
- 7.5 The value of the benefit shall be adjusted annually at a percentage increase determined for salaries and wages as determined by parties at the South African Local Government Bargaining Council (SALGBC).
- 7.6 Danger allowance will be paid subject to applicable taxation and disclosures.

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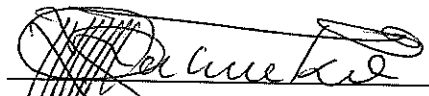
12. DEFAULT

12.1 Disciplinary action shall be taken against any official who fails to comply with this policy.


13. POLICY REVIEW

13.1 This policy shall be reviewed bi-annually or when required.

14. STAKEHOLDER CONSULTATIONS


SAMWU

31/05/2022
DATE


IMATU

31/05/2022
DATE

14. AUTHORITY

APPROVAL BY COUNCIL.:

Policy Number:	Approved Date: <u>31 May 2022</u>
Effective Date: <u>31 May 2022</u>	Council Resolution no: <u>SCD 25/2022</u>

APPROVED BY:


MUNICIPAL MANAGER

31/05/22
DATE


COUNCIL SPEAKER

31/05/22
DATE