



**Policy Governance**

Policy Title		DANGER ALLOWANCE POLICY	
Policy Version			
Role & Process	Responsible Individual	Name and/or Date	
		Responsibility	Accepted
Corporate Services HOD		Signature	
Policy Custodian			
Policy Author			
LLF Consultation Date			
LLF Consultation Reference			
Council Approval Date		30 May 2023	
Council Resolution No		C155/05/23	
Corporate Services HOD			
Policy Approved			
Policy Inception Date		01 July 2023	
Pre-implementation Checklist		Completed	
Policy Maintenance			
Review Cycle Period		Annually	
Review Start Date			
Review Completion Date			
Legislative References			
Policy Review "Triggers"		Periodic Review	
Comments			



## 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 service is to regulate remuneration allowances and benefits.

## 2. WHAT IS A DANGER ALLOWANCE?

A danger allowance is an allowance payable to employees exposed to hazardous conditions by risking their lives.

## 3. LEGISLATIVE FRAMEWORK

Labour Relations Act 66 of 1985, as amended;  
Basic Conditions of Employment Act 75 of 1997  
Municipal Finance Management Act 56 of 2003;  
Municipal Systems Act 32 of 2000;  
Occupational health and Safety Act 85 of 1993

Compensation for Occupational Injury and Diseases Act 85 of 1993)  
SALGBC Mpumalanga Collective Agreement on condition of service 2018

## 4. 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:

- Electricians and their Assistants
- Fire fighters
- Traffic Officers
- Sewer plant employees
- Water and Sanitation employees
- Refuse Removal employees
- Roads and storm water

## 5. DANGER ALLOWANCE

- a. Affected Directorates are to submit a report and attached the list of employees that qualify for this allowance to the Committee that will consist with all Directors
- b. The Committee will submit their recommendations and list of eligible employees to the Accounting Officer for final Approval
- c. The employer shall pay a danger allowance of an amount of **RS500.00 a month** on the date an eligible employee receives his or her salary and to be adjusted in line with the annual salary percentage increment.
- d. The employer shall stop paying the allowance when the employee stops being eligible.

## 6. PAYMENT OF DANGER ALLOWANCE POLICY

1. Working with electricity.
2. Disconnection of illegal electricity.
3. Working with Crane Truck.
4. Fire
5. Law enforcement
6. Sewer plant employees
7. Water and Sanitation employees
8. Refuse Removal employees
9. Roads and storm water

The following duties may qualify for the **Standard Danger Allowance**:

- a. The employer shall compensate an employee who risks his/her 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.

**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.

**8. 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.

8.1 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,

8.2 A Council resolution shall be recorded accurately reflecting the Council decision and its number.

This policy was signed by \_\_\_\_\_ in his capacity as the Municipal Manager of the Dipaleseng Local Municipality on the \_\_\_\_\_ and the policy takes effect as from 01 July 2023

\_\_\_\_\_  
Signature

Date of Council Approval

30 May 2023

