HOUSING ALLOWANCE POLICY

JOHN TAOLO GAETSEWE DISTRICT MUNICIPALITY

Council Resolution:6.1.27/06/2023	Approved Date: 27/06/2023
Effective Date: 1 July 2023	Review Date: Annually

MUNICIPAL MANAGER

SPEAKER

MR. I.E AISENG
JOHN TAOLO GAETSEWE
DISTRICT MUNICIPALITY
SPEAKER

JOHN TAOLO GAETSEWE DISTRICT MUNICIPALITY

HOUSING ALLOWANCE POLICY

2023/2024

NG
ETSEWE
NICIPALITY
SPEAKER

MR. I.E AISENG
JOHN TAOLO GAETSEWE
DISTRICT MUNICIPALITY
SPEAKER

1. PURPOSE

The purpose of this Housing Allowance Policy is to regulate the housing allowance payable to permanent employees of the John Taolo Gaetsewe District Municipality.

2. DEFINITIONS

All terminology used in this policy shall bear the same meaning as in the applicable legislation.

3. LEGAL FRAMEWORK

i. Municipal Finance Management Act (Act No. 56 of 2003).
ii. Local Government: Municipal Systems Act (Act No. 32 of 2000), as amended.
iii. SALGBC Main Collective Agreement, 2015-2020, extended to June 2023.
iv. Labour Relations Act (Act No. 66 of 1995), as amended.

4. SCOPE AND APPLICATION

4.1 This policy applies to all permanent employees of the John Taolo Gaetsewe Municipality;

4.2 Fixed term and temporary employees are excluded from this benefit

5. OBJECTIVES OF POLICY

The Housing Allowance Policy is introduced to assist employees with their recurring (monthly) costs of their accommodation. It is intended to assist employees to get access to the housing market. The Housing Allowance payable in terms of this Scheme is a monthly non-pensionable allowance

6. POLICY CONTENT

MR. I.E AISENG
JOHN TAOLO GAETSEWE
DISTRICT MUNICIPALITY
SPEAKER

6.1 Administration of the Scheme

The Director: Corporate Services shall be responsible for the administration and implementation of the policy.

6.2 Available housing benefit

The Council may provide to its employees housing allowance in terms of the policy that are amended from time to time and as approved by the Bargaining Council.

The South African Local Government Bargaining Council Collective Agreement on Salary and Wage provides that: "the Home Owners Allowance shall be based on a maximum housing bond of R120 000 (one hundred and twenty thousand rand nil)".

6.2.1 The following housing allowance available to John Taolo Gaetsewe District Municipality staff:

a) A monthly housing allowance will be paid to permanent staff on the following post levels:

SALARY SCALE	HOUSING ALLOWANCE
Post Level 3-6	R 1 522.00
Post Level 7-15	R 1 522.00

MR. I.E AISENG
JOHN TAOLO GAETSEWE
DISTRICT MUNICIPALITY
SPEAKER

6.3 General Terms and Conditions

6.3.1 Only permanent employee have this benefit.

6.3.2 Should an employee resign or leave the Council's service for any reason, the housing assistance will fall away.

7. COMMUNICATION

This policy will be communicated to all Municipal employees, using the full range of communication methods available to the Municipality.

8. ROLES AND RESPONSIBILITIES

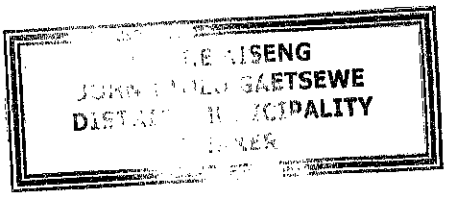
The Municipal Manager (MM) or his/her delegated assignee accepts overall responsibility for the implementation and monitoring of the policy.

AISENG
GAETSEWE
UNICIPALITY
SPEAKER

9. DISPUTE RESOLUTION

Any dispute arising from this policy due to ambiguous wording or phrasing must be referred to the Local Labour Forum for adjudication. Resolutions from the Local Labour Forum must be incorporated into the policy.

10. POLICY REVIEW

This policy will be reviewed annually or as need arise.

DRAFT