

Review of policies in DoT

The following policies were tabled at the Departmental Bargaining Chamber (DBC) for consultation with labour:

Policy on secondment

The policy on secondment was presented to the PSA for consultation. The purpose of this policy is to provide norms, processes and conditions for secondment to and from the DoT. It is further aimed at establishing consistent and effective secondment processes in the DoT. It is applicable to any employee eligible for secondment or on any form of secondment either in or from the DoT. The policy caters for secondments to DoT from other government departments or external organisations. It further caters for secondments of DoT employees to other departments or organisations as well as secondments of DoT employees to international or multilateral organisations. It provides conditions and procedures for secondment as well as how performance management and development, as well as the discipline and conduct will be management when an employee is on secondment. Seconded employees will retain their salaries and service benefits during the secondment period and such salary and benefits will be adjusted as these would have been adjusted if the secondment did not happen.

Policy on standby allowance

The purpose of policy is to regulate the terms and conditions for employees appointed on standby and for the payment of such standby duties. It is applicable to all employees in the DoT. It provides principles and guidelines for standby appointment and allowance. The standby allowance is non-pensionable and is not affected by any overtime payment due to the employee. The policy further provides the criteria for appointing employees to be on standby as well as how the standby allowance should be calculated. The maximum duration for which an employee can work standby duty is 12 months.

Safety, health, environment, risk and quality policy (SHERQ)

This policy was previously submitted to members through an *Informus* for comments and inputs. The policy has since been updated to include provisions for the management of COVID-19 in the DoT. Additional amendments include provision for health and safety measures for COVID-19 and for reporting on occupational injuries and diseases. This policy is submitted to members for final inputs and a mandate for the PSA to adopt it at the next DBC meeting.

Members are urged to read through all the above policies and send their inputs to the PSA on joseph.mashigo@psa.co.za **on or before 8 June 2021**.

GENERAL MANAGER