

IPID Bursary Policy update

On 3 October 2024, a notice was sent to members inviting inputs on the IPID Bursary Policy with a due date of 15 October 2024. Whilst no inputs were received from members, the PSA reviewed the Policy and provided detailed input, which was presented at the policy task team meeting on 17 October 2024. The PSA's proposed updates to the Bursary Policy are as follows:

Paragraph 3 – Additional legislation references:

- The *Constitution of the Republic of South Africa*
- Human Resource Development Strategy for the Public Service
- White Paper on Training and Development in the Public Service, 1998

New Clause 4 – Definitions: The following definitions have been included for clarity:

- **Bursary:** Financial assistance offered by the Department to its employees for further formal studies with a recognised institution over a period exceeding 12 months.
- **Bursary Holder:** An employee who has received a bursary to undertake part-time study, who has signed an agreement with IPID for higher education.
- **Bursary Agreement:** The agreement between an employee and Department outlining bursary conditions.
- **Force Majeure:** Unforeseen circumstances preventing fulfilment of contractual obligations.
- **Employee:** Any person working for the State, excluding independent contractors, entitled to receive remuneration.
- **Higher Education:** Learning programs leading to qualifications beyond Grade 12, as defined by the NQF and SAQA.
- **Personal Development Plan:** A plan detailing developmental areas and training interventions to address skills shortages.
- **Qualification:** Formal recognition of qualifications per NQF standards, as registered by SAQA.
- **National Training Committee:** A committee of employer and labour representatives to support skills development.
- **Study/Examination Leave:** Leave granted to employees for studying and taking exams with recognised institutions.

New Clause 5.1.11

- Bursary holders will be granted study leave for exam preparation and sitting, as per GPSSBC Resolution 2/2024.

Paragraph 12.1.4 – Repayment of Bursary Debt

- In cases of dismissal, a bursary holder will be liable for repayment of bursary debt only after the appeal process is finalised.

Paragraph 14 – Heading Amendment

- The heading previously titled “Death” has been changed to “Force Majeure” to encompass any unforeseen circumstances affecting the bursary agreement.

Paragraph 17.4 – Managerial Responsibility Update

- The section title has been amended from “Responsibility of Managers” to “Responsibility of the National Training Committee” to reflect oversight adjustments.

These amendments aim to provide clarity, enhance the Policy's applicability, and ensure fair treatment of bursary holders. **Members are requested to provide a final mandate by 18 November 2024 to leah.chaba@ipid.gov.za for adoption of the Bursary Policy (*attached*).**

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER