



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
SPORT, ARTS AND CULTURE

RESETTLEMENT EXPENDITURE

Policy Name	RESETTLEMENT EXPENDITURE
Domain	Human Resource Management
Approval date	15/09/2015
Review date	09/2018

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1. ACRONYMS AND ABBREVIATION

MEC	Member of Executive Council
HOD	Head of Department
HRM	Human Resource Management
SMS	Senior Management Services

2. INTRODUCTION

The Limpopo Provincial Administration recognizes the fact that employees within its employment or prospective personnel may at one stage or another be transferred, or be resettled from their current workstation or residence/home to a new workstation. It is the understanding that the Provincial Government developed the resettlement expenditure policy, to compensate and reimburse the expenses that might be incurred due to such a process.

3. PURPOSE OF THE POLICY

- a) To assist in determining the actual resettlement costs incurred by an employee and his or her immediate family as a result of official duties, or in some cases, on termination of service or death.
- b) To compensate an employee who in the interest of the department is transferred due to certain service requirements and is utilized at a place other than his/her place of appointment or residence.
- c) To outline the limits on expenditure, maximum period of compensation, restrictions on the quality and kind of personal effects covered, as well as costs of transfer the department will pay out.

4. AUTHORITY OF THE POLICY

This policy is authorized and issued by the MEC for Limpopo Provincial Department of Sport, Arts and Culture. The policy resides with the HRM sub-branch, which is responsible for its implementation and monitoring

5. LEGAL FRAMEWORK

- a) Public Service Coordinating Bargaining Council (PSCBC), Resolution No.3 of 1999, Part XV.
- b) Public Service Regulation, 2001 Part V E2 (b).
- c) Determination by the DPSA on the consideration of the Customer Price Index

6. SCOPE OF APPLICATION

This policy shall be applicable to all employees of the Department of Sport, Arts and Culture appointed or recruited in terms of the Public Service Act, 1994

7. DEFINITION OF TERMS

- a) Department shall mean the Limpopo Department of Sport, Arts and Culture.
- b) HRM shall mean Human Resource Management
- c) HR shall mean Human Resource

8. POLICY PRONOUNCEMENTS\PRINCIPLES

8.1 Resettlement

Resettlement refers to the moving of an employee and /or his immediate family and personal belongings from his/her headquarters to the new workstation.

8.2 General

- a) PSCBC Resolution No. 3 of 1999, Part XV stipulates (sub-section 1.1) that “the employer shall generally meet, within reason, the actual resettlement costs within the country incurred by an employee and her or his immediate family as a result of official duties, or, in some cases, on termination of service or death”.
- b) The resolution further describes that for the purpose of resettlement (sub-section 1.2) an employee’s immediate family includes only an employee’s Spouse, Minor child, adopted child, dependent child and/or relative (i) who lives with the employee except when attending and educational Institution, and (ii) who relies on the employees for the bulk of her or his subsistence.

9. DEFAULT

Failure to comply with the provisions of this policy shall be dealt with in terms of the Public Service Disciplinary Code and Procedures, as amended.

10. INCEPTION DATE

The policy shall come into effect on the first date of the month following the month which the Executing Authority approved it.

11. TERMINATION AND REVIEW CONDITIONS

This policy shall be amended, after three years (3) or when there are major policy changes in government and will follow the initial policy development processes

12. ENQUIRIES

Enquiries with regard to any issues regarding this policy should be directed to the Senior Manager HRM.

Recommended / ~~Not Recommended~~



HEAD OF DEPARTMENT

2015/09/15

DATE

Approved / Not Approved:



MEMBER OF EXECUTIVE COUNCIL

27/01/2016

DATE