



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

**DEPARTMENT OF
ROADS AND TRANSPORT**

SPORTS AND RECREATION POLICY

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1. PREAMBLE

- 1.1 The Department of Roads and Transport is committed to promote a healthy, friendly atmosphere and team building in the workplace.
- 1.2 Productivity is crucial in any organization and performance is enhanced when employees work in a healthy and friendly atmosphere.
- 1.3 Sports and Recreation activities can contribute in reducing stress in the workplace and improve productivity.
- 1.4 Teamwork is important in any workplace.

2. LEGAL FRAMEWORK

Sports and Recreation is informed by the following prescripts:

- 2.1 The Constitution of the Republic of South Africa, 1996.
- 2.2 Occupational Health and Safety Act, 1993.
- 2.3 White Paper on Sports and Recreation South Africa, 1998.
- 2.4 Compensation for Occupational Injuries and Diseases Act, 1993.

3. OBJECTIVES

- 3.1 To enhance wellness of the employees in order to accelerate service delivery in the Department of Roads and Transport.
- 3.2 To promote team building spirit, morale and cooperation among employees.
- 3.3 To promote a healthy balanced lifestyle and to minimize stress related diseases.
- 3.4 To improve interpersonal relations and effective communication amongst the employees.

4. PRINCIPLES

4.1 VOLUNTEERISM

Employees' participation in any sport or recreational activity will be voluntary. Any sports and recreation activities will be engaged upon with the approval of the Head of Department.

4.2 ELIGIBILITY

All employees including temporary workers in the Department of Roads and Transport can participate in any approved sports and recreational codes.

4.3 INCLUSIVITY

Sporting codes for people with disability should be provided for.

4.4 CONDUCT

The participants' conduct is regulated by the employer's code of conduct.

5. LEAGUE AND TOURNAMENT GAMES

5.1 Departmental and/or Provincial league games will be held yearly, resuming in April to end of March of the following year.

5.2 Tournaments will be organized during departmental activities such as public service week, culture days etc.

5.3 Practices for different sports and recreation codes will be on Wednesdays at 14h00.

5.4 The time for departure and arrival at inter-district games will be negotiated individually at office level.

6. INJURIES

All sports and recreation injuries will be covered according to Office Instruction No. 194 as per the Compensation for Occupational Injuries and Diseases Act, 1993 - Occupational injuries and diseases resulting from team building exercises.

7. INSTITUTIONAL ARRANGEMENT

7.1 Employees shall establish teams in the approved sports and recreational codes such as:

7.1.1 Soccer

7.1.2 Netball

7.1.3 Rugby

7.1.4 Fun Run

7.1.5 Volleyball

7.1.6 Cricket

7.1.7 Traditional dancing

7.1.8 Indigenous games

7.1.9 Choir

7.2 All employees must be registered in their different sporting and recreational codes.

8. TRANSPORT

8.1 The Department of Roads and Transport shall ferry employees during the planned practices, inter-districts, intra-departmental, inter-provincial, international sports and recreational activities.

8.2 All registered players must utilize the common transport arranged.

9. MONITORING AND EVALUATION

9.1 Employee Wellness Directorate and Sports Committee will monitor and evaluate the implementation of the policy.

10. POLICY REVIEW

The policy will be reviewed when the need arises.

RECOMMENDED / NOT ~~RECOMMENDED~~

[Signature]

HEAD OF DEPARTMENT

18/02/2011

DATE

APPROVED/ NOT APPROVED

Approved

[Signature]

MEMBER OF EXECUTIVE COUNCIL

06/03/2011

DATE