



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

**DEPARTMENT OF
ROADS AND TRANSPORT**

**EMPLOYEE WELLNESS SOCIAL CLUB
POLICY**

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1. PREAMBLE

- 1.1 The Department of Roads and Transport is committed to promoting the creation of a healthy and 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

The Social Club 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.

3. OBJECTIVES

- 3.1 To enhance the 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 and balanced lifestyle to minimize stress related diseases.
- 3.4 To improve interpersonal relations and effective communication among the employees.

4. PRINCIPLES

4.1 VOLUNTARISM

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 in accordance with employer's code of conduct and the department's sports contract.

5. LEAGUE AND TOURNAMENT GAMES

- 5.1 League games will be held once 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 codes will be on Wednesdays at 15h00.
- 5.4 The time for departure and arrival at inter-district games will be negotiated individually at office level.

6. INJURIES

A first aid kit will be provided during the games for injuries.

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 etc.

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

8. TRANSPORT

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

8.2 All registered players must utilize the common transport arranged.

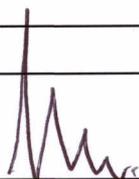
9. MONITORING AND EVALUATION

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

10. POLICY REVIEW

The policy shall be reviewed annually and when necessary.

ENDORSED



HEAD OF DEPARTMENT

18/02/09
DATE

Note: This policy document is a blue print of the original policy that was approved by MEC Justice Piitso on 12.08.07.