



the dpsa

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TO ALL HEADS OF NATIONAL / PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

IMPLEMENTATION OF EMPLOYEE HEALTH AND WELLNESS STRATEGIC FRAMEWORK: APRIL 2009

Introduction

1. This Circular deals with the following determinations by the Minister for the Public Service and Administration (MPSA):

1.1 The implementation of the EH&W Strategic Framework launched by MPSA in November 2008 with effect from **1st April 2009**.

Scope of Applicability

2. The determinations contained in this Circular apply to all government employees who are appointed in terms of the following Acts:
- a. Public Service Act, 1994
 - b. Correctional Services Act, 1998
 - c. Employment of Educators Act (No 76 of 1998)
3. The determination for government employees employed in terms of the following Acts will be dealt with by the Ministers of Safety and Security, Defence and Justice and Constitutional Development respectively:

- a. South African Police Service Act, 1995
- b. Defence Act, 2002
- c. National Prosecuting Authority Act, 1998

Determinations by the MPSA

4. The MPSA has determined the following in terms of legislation:
 - a. Section 24(a) in the Bill of Rights, states, among others, that everyone has the right to an environment that is not harmful to their health or well-being. Section 27 (l) (a) further states that everyone has the right to health care services. The Employee Health and Wellness Strategic Framework (2008) is one such measure developed to promote these rights.
 - b. The Public Service Regulations 2001(D) indicates that a Head of Department shall establish and maintain a safe and healthy work environment for employees of the department. However, the Public Service has no uniform framework to ensure implementation of common policies, programmes in compliance with this framework. Therefore, the EH&W Strategic Framework aims to ensure that such a uniform framework is being developed and implemented.
 - c. Based on The Occupational Health and Safety Act, 1993 the following objectives should be realized:
 - i. To improve occupational health and Safety by controlling health hazards in the workplace;
 - ii. To have a public service environment that is safe for both public servants and the community at large
 - iii. To have a Public Service that can manage risks and improved quality of services

Implementation of the EH&W Strategic Framework

5. The MPSA has approved and launched the EH&W Strategic Framework in November 2008 at the annual EH&W Indaba VIII that was held in Port Elizabeth.
6. The EH&W Strategic Framework should be implemented in the following manner:

- a. The EH&W Strategic Framework should be distributed manually or made accessible through the web to all government departments (see paragraph 2 above).
- b. **Dpsa** should provide the required information and support to government departments in understanding of the EH&W Strategic Framework
- c. The EH&W Strategic Framework should be implemented in all applicable government departments with effect from April 2009

Implementation of the Policies

7. At the January 2008 Lekgotla the Cabinet indicated as a priority that the working environment in government offices should be improved.
8. Based on that decision a Government Frontline Office Improvement Plan for the working environment was developed, inclusive of SHERQ Management, which is one of the pillars of the EH&W Strategic Framework.
9. Subsequently the SHERQ Management Policy was developed and should be implemented with effect from April 2009 in line with the provisions of the Occupational Health and Safety Act, 1993.
10. It was deemed necessary to also implement the other three policies also emanating from the EH&W Strategic Framework: HIV & AIDS and TB Management Policy, Health and Productivity Management, and Wellness Management.
11. The Policies should be distributed manually or made accessible through the web to all government departments (see paragraph 2 above).
12. **Dpsa** should provide the required information and support to government departments in understanding all the Policies.

General

13. The expenditure emanating from the MPSA's determination **has to be defrayed** from the funds included in departmental budgets of 2009/10 for the health and wellness of employees and improvement of the working environment.

14. Departments are requested to ensure that the MPESA's determinations and the measures contained in this Circular are implemented correctly. Departments are welcome to approach the **dpsa** for assistance.

Kind Regards



DIRECTOR-GENERAL

DPSA

Date: 18/5/09