



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

Private Bag X916, Pretoria, 0001. Tel: (012) 336 1000, Fax (012) 326 7802
Private Bag X9148, Cape Town, 8000. Tel: (021) 467 5120, Fax (021) 465 5484

Enquiries : Mr M Mamphiswana
Tel No : 012-336 1585
Fax : 0866188791
File : 17/2/P

TO HEADS OF NATIONAL AND PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

For Attention: PILIR Champions/Directors: Human Resources

RESUMPTION OF THE POLICY AND PROCEDURE ON INCAPACITY LEAVE AND ILL-HEALTH RETIREMENT (PILIR) WITH EFFECT FROM 1 NOVEMBER 2013

1. As you are aware the Policy and Procedure on Incapacity Leave and Ill-Health Retirement (PILIR) was implemented to give effect to the employer's obligation conferred in terms of clause 7.5.3 (b) of PSCBC Res 7 of 2000 as amended by PSCBC Res 5 of 2001 and 15 of 2002, respectively, which requires the employer to investigate an employee's application for incapacity leave and ill-health retirement within a period of 30 working days.
2. PILIR provides for the appointment of a Panel of Accredited Health Risk Managers from which the respective service areas, i.e. Provincial Administrations and clusters of National Departments selects and contracts a service provider to render the consultancy service required in terms of PILIR. The DPSA appoints the Panel through its procurement processes. The contracts with the service providers expired on 31 December 2012 and the DPSA through its supply chain management processes has appointed a new Panel of Accredited Health Risk Managers who, if selected by the respective service areas, would have provided PILIR services with effect from 1 January 2013. However, the selection and departmental contracting from the new Panel of Accredited Health Risk Managers had to be suspended due to a legal challenge brought in the High Court against the appointment process of the Panel of Accredited Health Risk Managers. The High Court handed down its judgement on 24 June 2013 which, after careful consideration, the DPSA decided to implement.
3. As the PILIR could not be implemented as a result of the court action Departments were advised to duly record applications received during the period that the interdict was in effect and to assign them to safe keeping according to the provisions of the Minimum Information Security Standards (MISS).

4. The appointment of the new Panel of Accredited Health Risk Managers has now been finalised and consists of the following companies:
 - 4.1. Alexander Forbes Health (Pty) Ltd
 - 4.2. Metropolitan Health Risk Management (Pty) Ltd
 - 4.3. Pro-Active Health Solutions (Pty) Ltd
 - 4.4. Soma Initiative (Pty) Ltd; and
 - 4.5. Thandile Health Risk Management (Pty) Ltd
5. The Departmental contracting process is being finalised and the application of the Policy and Procedure on Incapacity Leave and Ill-Health Retirement will be normalised by 1 November 2013.
6. With regard to the stockpiled temporary incapacity leave and ill-health retirement applications received between 31 December 2012 and 31 October 2013 the Minister for the Public Service and Administration must pronounce on the way forward which will be communicated once a decision has been arrived at. Departments are cautioned not to submit any stockpiled applications received during the mentioned period, namely 31 December 2012 to 31 October 2013 to the Health Risk Managers for assessment until such time as the aforementioned communication has been issued.
7. It is imperative that the resumption of the PILIR be as smooth as possible and we appeal to all role players to give their full cooperation in this regard.



Acting Director-General

Date:

2013/11/01