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Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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TO HEADS OF NATIONAL AND PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

For Attention: PILIR Champions/Director: Human Resource/Chief Financial Officers

IMPLEMENTATION OF PILIR TRAINING BY THE NATIONAL SCHOOL OF GOVERNMENT

1. With the decentralisation of PILIR to departments with effect from 1 April 2009 the training function was also moved to the National School of Government given that training is their core business. As an interim measure it was agreed that the Health Risk Managers (HRM's) will continue with PILIR training until it could be facilitated through the National School of Government. The National School of Government has advised that they are ready to commence with the roll-out of PILIR training to all National and Provincial Departments. In light of the aforementioned you are advised that with effect from 1 October 2014 all PILIR training will be conducted by the National School of Government.
2. The Health Risk Managers appointed to the Panel of Accredited Health Risk Managers have been informed. In this regard the HRM's have been advised that all commitments for PILIR training should be honoured and such commitments must be concluded by 30 September 2014. The Panel Contract is in the process of being amended to remove the provision that allows HRM's to conduct PILIR training and a copy of the addendum will be forwarded to Departments once signed.
3. The National School of Government will facilitate the roll-out of the PILIR training and all enquires can be directed to Mr Kevan Perumal at 012 441 6503 or Kevan.Perumal@palama.gov.za. For ease of reference a PILIR Training Brochure is attached.

4. To ensure efficient and effective implementation and application of the PILIR it is imperative that Human Resource Management practitioners and line managers be trained to allow them to manage absenteeism, ill-health and incapacity and thereby ensuring sustained service delivery and improved productivity in the Public Service.


MR. M. DIPHOZA
DIRECTOR-GENERAL
DATE: 31/07/2014



school of government

Department:
National School of Government
REPUBLIC OF SOUTH AFRICA

Application of Policy and Procedure on Incapacity Leave and Ill-health Retirement (PILIR) in the Public Service.

HR 240

Purpose

The purpose of the course is to enable stakeholders to implement and apply the PILIR in the Public Service. The course will address the management of absenteeism, ill-health and incapacity, thereby ensuring sustained service delivery and improved productivity in the Public Service.

Target Group

The course is aimed at:

- Members of the senior management services;
- Supervisors and line managers;
- Human resource practitioners;
- Labour relations officers; and
- Health and wellness practitioners.

Pre-course work

Learners must notify their supervisor/manager in order for him/her to support them on this journey. In so doing they will be able to successfully complete this course and take the learning back to their workplace. To this end the availability of time, resources and an enabling environment will benefit both learners and their department.

Learning Outcomes

Unit 1: Legislative and policy frameworks underpinning PILIR.

- Understanding the Policy Framework underpinning PILIR

Unit 2: Procedures and processes of managing incapacity leave and ill-health retirements

- Apply the processes and procedures for the management of incapacity leave and ill-health retirements in the Public Service

Unit 3: Policy implementation

- Apply the processes and procedures for the management of temporary incapacity leave and ill-health retirements in the Public Service.

Accreditation

This course is non-credit bearing.

Assessment Approach

As the course is non-credit bearing learners will only perform formative assessment activities during the contact session. After successful completion of the course, learners will receive a Certificate of Attendance.

Duration

This course is presented over three (3) working days.

Cost per Delegate

- The cost per delegate is R1 905.00 and excludes the venue and catering.
- The option of the client providing the venue and catering can be discussed.
- 20 nominations are required for the course to proceed, unless otherwise agreed.