

THULAMELA
MUNICIPALITY
PHYSICAL WELLNESS POLICY



2024/2027

TABLE OF CONTENTS

NO	CONTENT	PAGE
1	Preamble	2
2.	Purpose	2
3.	Scope of Application	2
4.	Objectives	2
5.	Legislative framework	2
6.	Polic content	3
	Polic principles	3
	Voluntarism	3
1.2	Conduct of participants	3
1.3	Service delivery	3
6.2	Transport	3
6.3	injuries	3
7.	Physical Wellness codes	4
8	Match practices and competitions	4
9	Financial management	4
10	Committees and their roles	4
11	Administration of the policy	5
12	Designated structure	5
13	Effective date	5
14	Polic review	6
15	Adoption	6

1. PREAMBLE

Thulamela Local Municipality is committed to the creation of a safe and healthy working environment that is supportive of effective and efficient service delivery, while taking employees personal circumstances, their physical and mental health conditions into account.

NMS

2. PURPOSE OF THE POLICY

The purpose of this policy is to provide all employees within the Municipality with common guidelines regarding Physical Wellness activities and their participation for improvement of their well-being for them to realize their full potential in delivery of quality service to the service consumers.

3. SCOPE OF APPLICATION

3.1 The policy shall be applicable to all employees of Thulamela Local Municipality as defined in Thulamela Municipality Employee Wellness Programme Policy irrespective of rank, race, gender, age, religion, or physical challenge.

3.2 The Municipality shall ensure a healthy and supportive environment for all Employees, including physically challenged employees participating in Physical Wellness at all levels.

4. OBJECTIVES OF THE POLICY

- a) To promote a healthy lifestyle.
- b) To promote team spirit and cooperation among employees.
- c) To promote a friendly and supportive working environment.
- d) To prevent health hazards that may have impact on work performance.
- e) To promote interdepartmental relationship.
- f) To promote public private partnership.

5. LEGISLATIVE FRAMEWORK

- a) The legislative framework from which this policy derives its mandate includes the following:
 - b) South African Constitution ACT 108 of 1996 [Chapter 2 section 27 (i)] Right to health care.
 - c) White Paper on Sport and recreation, 1998: Sport ought to be harnessed to add value to the workplace, as a large portion of time is spent at work. Physical Wellness can contribute to lowering tension, fatigue and general anxiety in the workplace, and increasing productivity.
 - d) National Sport and Recreation Act, 1998 (Act No 1 10 of 1998)
 - e) Compensation of Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993)

NMS

6. POLICY CONTENT

6.1 POLICY PRINCIPLES

6.1.1 VOLUNTARISM

Employees' participation in any Physical Wellness activity shall be on voluntary basis.

Employees must complete participation form to be eligible to participate in all Physical Wellness programs/activities as well as during practices and competitions.

6.1.2 CONDUCT OF THE PARTICIPANTS

Participants shall be regarded to be on duty whilst engaged in Physical Wellness activities and as such shall conduct themselves (both inside and outside the activity venues) in a manner that supports human worth without bringing the municipality into disrepute.

6.1.3 SERVICE DELIVERY

6.1.3.1 The Municipality shall promote healthy lifestyles, (physically and mentally) healthy employees so as to promote service delivery and adherence to the Batho Pele principles.

6.1.3.2 Wellness activities shall be provided to support service delivery.

6.1.3.3 There shall always be official(s) manning the office(s) in order for service delivery not to suffer during Physical Wellness activities.

6.2 TRANSPORT

Transportation of participants to officially approved Physical Wellness activities shall be the liability of the Municipality.

6.3. INJURIES

6.3.1 The Municipality shall ensure that first aid kit is available, and first aiders are available to provide first aid at the venues where Physical Wellness activities take place.

6.3.2 The Municipality shall be responsible for any injuries arising from transportation and/or participation in the Physical Wellness activities. The drivers of municipal vehicles shall as well be Covered.

6.3.3 Participants shall sign indemnity and participation forms to that regard.

7. PHYSICAL WELLNESSING CODES

7.1 The Physical Wellness codes which the Municipality shall recognise are as follows:

NMS

- Soccer (Men and Ladies)
- Netball
- volleyball
- Tennis / Table Tennis
- Aerobics
- Fishing
- Chess
- Playing cards
- Darts
- Scrabble
- Traditional Dance
- Choral music
- Fun Walk and Run
- Soft Ball
- Moraba-raba
- Ballroom Dance

The Municipality may introduce other Physical Wellness codes were deemed necessary.

8. MATCH PRACTICES AND COMPETITIONS

- 8.1. The Municipal matches and competitions shall be held with other Departments and private sectors in order to promote interdepartmental relationship and public private partnership.
- 8.2. All participants to complete participation form in order to participate in the games.
- 8.2.3. The Municipal will affiliate under the Inter Municipal Sport of South Africa. (IMSSA) or South African Municipal Sport and Recreation Association (SAMSRA) annually.
8. 4. The official starting time for Physical Wellness activities shall be 14H00 on Wednesdays.
- 8.5. All participating employees shall abide by the allocated time.
- 8.6. Employees may use their spare time to practice as they so wish.
- 8.7. Participants shall attend and remain in attendance for the specified times at the identified venue(s) Physical Wellness activities.
- 8.8. Participants who depart from their workstations to attend Physical Wellness activities but fail to remain in attendance at the identified Venues commit misconduct.
- 8.9. An attendance register shall be signed and kept for this purpose.

9. FINANCIAL IMPLICATIONS.

- 9.1 The Municipality through Employee Wellness Programme will be responsible for budgeting for the recreation and Physical Wellness equipment.
- 9.2 Fundraising or donations shall only be sought through the permission of The Municipal Manager.

NMS

10. COMMITTEES AND THEIR ROLES

10.1 There shall be a wellness committee to oversee and support Physical Wellness activities in the Municipality.

10. 2 Each Physical Wellness code shall have one representative that will liaise with the municipal committee/ Employee wellness office at Head Office.

10.3 The Committee may request for donations for Physical Wellness activities where necessary.

10. 4. The committee shall ensure that all participants adhere to the allocated time.

10. 5. The representative from all Physical Wellness codes shall serve as the liaison official between the Employee Wellness Committee and its teams.

10.6. There will be establishment of team mangers committee formulated by representatives from all Physical Wellness codes which are soccer, Netball, Traditional dance (Malende), Thulamela Funk Bank.

11. ADMINISTRATION OF THE POLICY

1 1.1 The Office of the Senior Manager (Corporate Services), Manager HRM will be assigned to administer and enforce the policy. The EWP section with the assistance of Physical Wellness unit will be responsible for monitoring and implementation of the policy.

1 1.2. Department of Corporate Services will be assigned to administer and enforce the policy.

12. DESIGNATED STRUCTURE/ AUTHORITATIVE BODY


The council through the office of the Municipal Manager shall have the authority to adopt the policy.

13. EFFECTIVE DATE OF IMPLEMENTATION

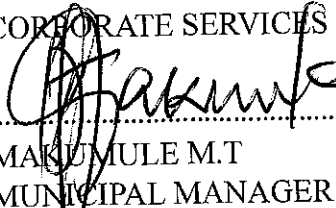
The effective date of the policy will be the day after the adoption by the council.

14. POLICY REVIEW

The policy shall be reviewed after 3 years and revised as necessary.


.....
SIKHWIVHILU N.M
ACTING SENIOR MANAGER:
CORPORATE SERVICES

31/05/2024
.....
DATE


.....
MARUMULE M.T
MUNICIPAL MANAGER

31/05/2024
.....
DATE

NMS