

The primary object of this policy is:-
 (a) to provide protective clothing to Council employees to enable them to perform their work effectively; and
 (b) to provide guidelines, standard and uniformity on the implementation, monitoring and control of the issuing of protective clothing in respect of council employees.

Object

Council Resolution: CR98-30/05/23

PERSONAL PROTECTIVE EQUIPMENT POLICY

GREATER GIYANI MUNICIPALITY

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(d) That the employee be informed through H&S Representatives and OHS Officer that should they not wear PPE's while performing their duties; they would not be allowed to use any Municipal assets and be returned home by Supervisor, Health & Safety Representative or Occupational Health and Safety Officer, with leave without pay.

(c) That the employees be informed through H&S Representatives and OHS Officer that should they not wear PPE's while performing their duties, they would be in contravention of Section 14 of the Act.

(b) That the employees be informed through Health and Safety Representatives (H&S reps) and OHS Officer that they will be held responsible for the replacement of lost, damaged PPE's issued to them, due to negligence.

(a) Only Council employees whose work requires the use of protective clothing as provided for by the Occupational Health and Safety Act.

5. BASIC POLICY REQUIREMENTS

(b) Any employee who feels aggrieved by the application of the policy may submit his/her grievance in terms of the Grievance Procedure (SALGBC) as well as the Labour Relations Act, 66 of 1995.

(a) The policy applies to affected Council employees and prospective employees of the Greater Giyani Municipality.

4. POLICY APPLICATION

(a) The purpose of the protective policy is intended to provide protective clothing to Council employees to enable them to perform their work effectively.

(b) The purpose of the protective policy is also intended at providing guidelines, standard and uniformity on the implementation, monitoring and control of the issuing of protective clothing in respect of council employees.

3. OBJECTIVES OF THE POLICY

In this policy unless the context indicates otherwise -
"Protective clothing" means worn to shield the body from dangerous substances or a hostile environment.
"Employee" means a permanent, temporary, and part-time or contract employees or apprentice receiving pay or entitled to it, but excluding a student and independent contractor.
"Council" means Municipal Council referred to in section 157 of the Constitution.

2. DEFINITIONS

the Greater Giyani Municipal Council hereby adopts this policy to give effect to the implementation of the protective clothing.

Whereas the Municipality will provide s protective clothing to its employees; and Whereas there is a dire need to provide such protective clothing;
Whereas the protective clothing is for identical identification to the general public;
Whereas the protective clothing is to provide protection to Municipal employees to enable them their work effectively;

1. PREAMBLE

The Council will remain the principal source of authority.

11. POLICY AUTHORITY

To be in line with principle of checks and balance, as provided for by the Greater Giyani Procurement Policy.

10. POLICY ADVISORY AUTHORITY

Corporate Services Department through Occupational Health and Safety Division.

9. POLICY IMPLEMENTATION AUTHORITY

Council employees as outlined in part 5 above.

8. BENEFICIARY POLICY TARGET

- (a) Council shall provide protective clothing free of charge to a certain category of employees in the execution of their duties subject to the following conditions:
 - i. Any item issued to an employee by Council
 - ii. Shall remain the property of the Council.
 - iii. Shall not be used for any other purpose than that for which it has been issued for by Council.
 - iv. Shall be returned to Council by the employee on termination of the employees' service, unless the council should decide otherwise.
- (b) Any employee who receives protective clothing from Council as indicated above should at all times when reporting for duty be clean and neatly dressed.

7. POLICY NORMS, VALUES AND PRINCIPLES

- (a) The Constitution of the Republic of South Africa, Act No. 108 of 1996
- (b) The Basic Condition of Employment Act, No. 755 of 1997
- (c) The Labour Relations Act, No. 66 of 1995
- (d) The Occupational Health and Safety Act, No. 85 of 1993
- (e) The Local Government Municipal Systems Act, No. 32 of 2000
- (f) Municipal Finance Management Act No. 56 of 2003

6. LEGISLATIVE FRAMEWORK

- (e) The procurement of PPE's shall be decentralised to departments in consultation with the Corporate Services Department.
- (f) The Municipality shall procure the protective clothing on annual basis and ensure distribution at least before end of Third quarter of every financial year.
- (g) The Municipality shall procure and distribute protective clothing to EPWP employees at least three months after their inception of the contract.
- (h) Supervisors shall monitor the wearing of Protective clothing and advice in time in case of damages so that the municipality may replace the damaged/worn out Protective clothing.

RESOLUTION NO. CR98-30/05/23

Cllr Zitha T
THE MAYOR

SIGNATURE



DATE

30/05/23

SIGNED BY:

The policy takes effect on the date determined by the Council by official notice published and displayed on the Municipality public notice boards.

19. COMMENCEMENT

Anything which has been done in terms of any other policy prior to this one, and which may be done in terms of this policy, must be regarded as having been done in terms of this policy.

18. TRANSITIONAL ARRANGEMENTS

In the event of any inconsistency between this policy and any other legislation, such legislations prevail.

17. INTERPRETATION

Any separate but relevant information that may be made available from time to time will be annexed into this policy and forms parts of the integral policy.

16. ANNEXURES

- (a) All councillors shall abide by schedule 1 of the Local Government: Municipal System Act No 32 of 2000.
- (b) All Council employees shall abide by schedule 2 of the Local Government Municipal System Act No 32 of 2000.

15. CODE OF CONDUCT

The policy is called "Personal Protective Equipment Policy".

14. SHORT TITLE

Council may only amend the policy.

13. POLICY AMENDMENT

The Portfolio Committee Governance and Administration.

12. POLICY MONITORING AUTHORITY