



RAMOTSHERE MOILOA LOCAL MUNICIPALITY- UNIFORM AND PROTECTIVE CLOTHING POLICY

Resolution number: 47/05/2015

Approval date : 28th MAY 2015

1. Objective

- The objective of the Uniform and Protective Clothing Policy is to ensure uniformity and standardization of uniform and protective clothing in respect of support personnel of the municipality,
- To ensure the necessary protection to enable employees to perform their duties under any conditions. The policy further intends to provide a fair and equitable method of acquisition of required uniform and protective clothing, and neatness of support personnel.

Legislative framework

- Occupational Health and Safety Act, No 85 of 1993;
- SALGA Main Collective Agreement;
- Labour Relations Act;

2. Statutory Requirements

The Occupational Health and Safety Act, 1993 (No. 85 of 1993) and the Regulations promulgated in terms of the Act regulates protective clothing and equipment.

3. Terms of Reference

Support personnel of the municipality will be obliged to wear the uniform and protective clothing as issued to them by the municipality in terms of this policy when performing official duties at respective workplaces of the municipality. The municipality will supply uniform and protective clothing to identified support personnel based on the job classification and anticipated need.

4. Duties and Responsibilities

4.1 Support Personnel

4.1.1 Support personnel who neglect to wear the uniform and protective clothing as issued to them when performing official duties or wear the uniform and protective clothing when not on official duty, will be dealt with in terms of the collectively agreed disciplinary code.

4.1.2 Support personnel are responsible for maintaining and cleaning of the uniform and protective clothing issued in terms of this policy as well as the costs of such maintenance and cleaning. All uniforms and protective clothing issued in terms of this policy shall remain the property of the municipality.

4.1.3 All uniforms and protective clothing issued in terms of this policy shall remain the property of the municipality.

4.2 Management

4.2.1 The Director: Corporate Support Services, applicable managers reporting to him/her, as well as the designated supervisors and co-ordinators of the support personnel shall be responsible for the implementation and enforcement of this policy.

4.2.2 The Director: Corporate Support Services will make provision in the appropriate operating budget for uniform and protective clothing of support personnel.

4.2.3 Procurement of the uniform and protective clothing, in accordance of the procurement policy of the municipality, is the responsibility of the Director: Corporate Support Services.

4.2.4 The discretion to deviate from the replacement period may be agreed to from time to time depending on the prevailing circumstances as a result of abnormal circumstances will be vested with the Director: Corporate Support Services or an official designated by him/her.

5. Commencement

This policy comes into operation on a date of adoption by municipal council.

6. Discipline

Should any Director, manager and/or employee be found deviating from this policy in any way the municipality reserve the right to take the appropriate disciplinary measures against such a Director, manager and/or employee.

THIS DONE AND SIGNED AT RAMOTSHERE MOILOA LOCAL MUNICIPALITY ON THIS THE 28th MAY 2015.



Speaker of Ramotshere Moiloa Local Municipality