

What's happening at DTIC?

Harassment Policy

The employer presented the Harassment Policy to the PSA for consultation. The policy is intended to prevent and eliminate all forms of harassment in the workplace. It is aimed at protecting employees from any form of unfair discrimination, formalising the DTIC's position on harassment and implementing a zero-tolerance approach to such activities as well as affording victims of harassment an effective remedy against such behavior in line with the code. The purpose of the policy is to ensure that all reported allegations of harassment are dealt with and that avenues for reporting harassment-related cases are provided as well as ensuring speedy resolution of complaints. The policy applies to all employees as well as non-employees. It prohibits all types of harassment, which include physical harassment, verbal harassment, psychological harassment, bullying, vertical harassment, covert harassment, mobbing, and online harassment. The procedure to report acts of harassment is outlined in the policy and reference is made to the applicability of existing grievance and disciplinary procedures that need to align with the spirit of the code towards the elimination of all forms of harassment.

Bursary policy

The Bursary Policy was presented to the PSA for review and address limitations in the current policy around the strategic responsibilities to apply for MBA/MBL and PhD qualifications, the additional funding request clause, contract signing, and revision of the capped amount allocated to each category for bursary funding. The requirement for employees who apply for bursaries to enroll for MBA/L to have strategic management frameworks will be removed from the revised policy. Furthermore, the additional requirement for an employee to apply for a bursary to enroll for a Ph. to have strategic management responsibilities will also be removed. In the revised policy, employees will no longer apply for additional funds and payments will be based on the capped amount. The list at 5.5 of the current policy that tables the DTIC core qualifications will be removed. Capped amounts have been increased as follows:

- Certificate: Increase from R50 000 to R70 000.
- Undergraduate Degrees: Increase from R100 000 to R150 000.
- Honours/BTech Degrees: Increase from R80 000 to R100 000.
- Masters Degrees: Increase from R150 000 to R250 000.
- PhD: Increase from R100 000 to R150 000.

Members are requested to study the draft policies (*attached*) and send their inputs to joseph.mashigo@psa.co.za on or before **14 August 2023**.

Employees who want to join the PSA can visit the PSA website at www.psa.co.za or send an email to ask@psa.co.za, alternatively, contact the nearest PSA Provincial Office.

GENERAL MANAGER