

FOR PSA MEMBERS: **NATIONAL DEPARTMENT OF TOURISM (NDT)**

05-02-2024

## Consultation for policy review

### Review: Integrity Management Policy

The employer consulted the PSA on the review of the Integrity Management Policy, which is intended to promote ethics and integrity in the Department. The Policy addresses the code of conduct, conflict of interest, other remunerative work, acceptance of gifts, doing business with an organ of state, disclosure of financial interests, as well as drinking and misrepresentation. It is regulated by regulations 11(b), 12(f), 13(b)(d) - (f), and 14(f) of the Code of Conduct. The PSA views this Policy as extremely critical for members as the failure to comply with its provisions may result in disciplinary action.

The Policy requires employees to obtain written permission before engaging in other remunerative work outside the Department. It further regulates the acceptance of tangible or intangible gifts of any sort, whether hospitality, conference, cultural or diplomatic gifts. Employees may not accept gifts that are more than the cumulative value of R350 per year. All gifts must be declared in the departmental gift register. The PSA raised a concern regarding the cumulative value of R350 per year, which might open members up to potential misconduct in cases where a member is given a gift when they are abroad and do not know its value or where there are unintentional delays to declare the gift.

Employees are prohibited by the Policy from conducting business with any organ of state or from being a director of a public or private company that conducts business with an organ of state. The Policy further prohibits the consumption of alcoholic beverages or other non-medical substance with an intoxicating effect whilst on duty. Furthermore, it prohibits employees from misrepresentation. The PSA is of the view that the issues of consumption of alcoholic beverages and misrepresentation are conduct matters that can be regulated through the disciplinary code instead of the Integrity Management Policy.

Members are urged to read the draft policy (*attached*) and provide inputs by **12 February 2024** to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za).

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

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