

Policy updates: Members' input required

As reported in the previous *Informus*, at the Departmental Bargaining Chamber meeting on 30 March 2026, the employer tabled policies for consultation (copy of previous *Informus* can be obtained from the PSA website or PSA Provincial Offices). Members were also informed that at the meeting the employer had requested for indulgence to submit the policy documents. The employer has now submitted several policies for consultation after initially requesting additional time. The Policies are as follows:

Resettlement Expenditure Policy

This is an existing Policy, which provides for reimbursement of relocation-related expenses, tabled for review purposes. Members' attention is drawn to the proposed amendments:

- Clause 2.4.2, which reads: "Employees may not use their own transport or storage services for household goods unless prior approval is obtained from the Accounting Officer".
- Clause 2.5.1 (f), which reads: "The Accounting Officer must set these costs on an annual basis and may not exceed R30 000".

The following are new Policies applicable to all MISA employees:

- **Anti-Fraud and Corruption (Whistleblowing) Policy:** The purpose of the Policy is to provide an appropriate channel to report fraud and corruption without prejudice. The Policy is applicable to all MISA employees.
- **Enterprise Risk Management Policy:** The purpose of the Policy is to set out how MISA will identify, assess, manage, monitor, and report risks across the Organisation so it can achieve its strategic and operational objectives. The Policy is applicable to all MISA employees.
- **Gift Policy:** The purpose of the Policy is to provide clear guidelines and procedures on what counts as acceptable behaviour regarding gifts, and what process employees must follow when accepting gifts. The Policy is applicable to all MISA employees.
- **Fleet Management Policy:** The purpose of the Policy is to set the rules and processes for how MISA vehicles must be used, controlled, and maintained. The Policy is applicable to all MISA employees.
- **Overtime Policy:** The purpose of the Policy framework is to manage compensation for overtime, in accordance with the stipulations of the PSR, the said collective agreement on overtime, and the *Basic*

Conditions of Employment Act, 1997 (Act 75 of 1997). The Policy is applicable to all MISA employees.

- **PMDS Policy:** The purpose of the Policy is to measure practical guidelines on the implementation of the Performance Management and Development System (PMDS) in MISA.
- **OHS Policy:** The purpose of the OHS Policy is to protect the health and safety of employees and visitors in the workplace by preventing and managing workplace hazards, in line with the *Occupational Health and Safety Act, 1993 (Act No 85 of 1993)*.

Members are encouraged to peruse the documents, make inputs and submit these to Nkateko.mabunda@misa.gov.za on or before **5 June 2026**.

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