

SPORT AND RECREATION POLICY

1. PURPOSE

Mbhashe Local Municipality supports and encourages the quest by its employees for good sportmanship, wellness and life long friendship through sport and recreation

2. OBJECTIVES

- 2.1 To provide guidelines regarding sport and recreation activities and participation thereof
- 2.2 To promote an active lifestyle and healthy balance worker
- 2.3 Promote wholesome and healthy activities for recreation and relaxation form work
- 2.4 Boost employee morale within the Municipality
- 2.5 To provide an apportunity to learn the important values develop through team spirit and recreation
- 2.6 To foster and promotes good relations among employees
- 2.7 To provide opportunity to belong to a group and construct new social networks

3. DEFINITION

For the purpose of this policy, unless the context indicates otherwise, the following definitions applies:

- 3.1 Employee : as defined in the Labour Relations Act, Act No. 66 of 1995
- 3.2 Sportmanship : means behavioural tendencies that show a person can take loss or defeat without complaint accept victory without gloating and will treat all opponents with fairness, courtesy and respect
- 3.3 Activities : this is inclusive of games, meetings, competitions and tournaments
- 3.4 Recreational activities : means any lawful, leisure-time activities, for which employees receive no compensation and which is generally engaged in for recreational purposes including but not limited to sports, game hobbies, exercise, reading etc
- 3.5 Working Hours : means all the time, including paid and unpaid breaks and meal periods that the employee is permitted or expected to be engaged in work and all the time the employee is actually engaged in work
- 3.6 Employee Wellness : means the holistic wellness of an employee both body and mind

4. SCOPE OF APPLICATION

This policy applies to all Mbashe Local Municipality employees and Councillors

5. LEGAL FRAMEWORK

- Constitution of the Republic of South Africa
- Occupational Health and Safety Act

6. MEMBERSHIP

Every employee is a member of sport and recreation but participation to any sporting activity shall be on voluntary basis. Employees who partakes in any sport/recreation activity during working hours will be regarded as being on official sport/recreation duty if the Head of Department has granted authorization in writing

All sporting clubs established within the Municipality should be brought to the attention of the Head of the Department

7. FINANCIAL IMPLICATION

- 7.1 The Municipality through the Employee Wellness Programme shall budget for sport and recreational facilities budget annually for such activities
- 7.2 Sponsorships/donations will be requested through permission of the Municipal Manager without contravening the Municipal Finance Management Act

8. COMMITTEES

There shall be one overall committee at the Municipality to co-ordinate all issues pertaining to Sport and Recreation activities. (include the full structure of the sport committee and sport codes)

The Sport Committee must be composed of members from different sport codes with ? ranks:

- Chairperson
- Deputy chairperson
- Secretary
- Deputy secretary
- Treasurer
- Coordinator

Only active sport participants may elect and stand for election to serve the sport committee

9. POLICY PROVISIONS

PRINCIPLES:

- 9.1 Membership of extramural activities shall be made available to all employees
- 9.2 The employer will only provide minimum first aid emergency
- 9.3 All employees are urged to have medical aid cover that will assist them in the case of an injury
- 9.4 If an outside person has been included by a team to play for the Municipality, he or she is obliged to sign a waiver that releases the Municipality for any injury that a person may incur
- 9.5 Employees will be largely responsible for the administration of the events

10. CODE OF CONDUCT

The Mbashe municipal code of conduct shall apply to all extra mural activities and events, and shall govern the conduct of players and spectators,

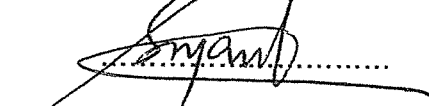
- 10.1 Participation in the activities shall be free of any form of discrimination
- 10.2 All participants are to be treated with respect
- 10.3 All outcomes and interpretations from sports officials should be treated as final
- 10.4 No humiliating remarks shall be made at any time to opposing players, other employees or sporting officials
- 10.5 Players and spectators shall not make harassing and irritating remarks
- 10.6 Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background and religion
- 10.7 The elected sport committee members shall be elected to serve for a term of a year, re-election of the sport committee members shall take within two weeks of the term completion date.

11. DISPUTE RESOLUTION MECHANISM

In the event of dispute arising out of this policy, such disputes will be dealt with in terms of the grievance procedure and labour legislation applicable.

12. AUTHORITY

Approved by Council and Signed by:


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Cllr S.N JANDA
MAYOR


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Mr NAKO M
ACTING MUNICIPAL MANAGER

07/08/2017
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DATE

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