

## **POLICY ON DISABILITY**

### **1. PREAMBLE**

To address the issue of discrimination against people living with disability and ensure that they enjoy the Constitutional mandate of equal rights as citizens of this Democratic country.

### **2. DEFINITIONS**

BCEA – Basic Condition of Employment Act

INDS - White Paper on an Integrated National Disability Strategy

EEA - Employment Equity Act

OHSA - Occupational Health and Safety Act

PSA - Public Safety Act

LRA - Labour Relations Act

### **3. PURPOSE**

To create an enabling environment where people with disability will participate in all Departmental programs and projects as service providers and beneficiaries.

### **4. AUTHORISATION**

This policy is authorized by Chapter 2 (Bill of Rights) of the Constitution of the Republic of South Africa, Act No.108 of 1996 and the Batho Pele principles

### **5. REGULATORY FRAMEWORK**

5.1 Constitution of the Republic of South Africa, Act No.108 of 1996

5.2 Public Service Act, Act No.103 of 1994, as amended

5.3 Public Service Regulations, 2001, as amended

5.4 Basic Conditions of Employment Act, Act No.75 of 1997.

## **6. POLICY FRAMEWORK**

### **6.1 WORKING CONDITIONS FOR PEOPLE LIVING WITH DISABILITIES**

The employer (Department) shall ensure the following:

- a) Career and life orientation counseling
- b) Career guidance and information
- c) Job placement with adequate support mechanism and
- d) Structures in place e.g. (Braille and sign language)
- e) Develop a recruitment strategy that will earmark people with
- f) Disability in the Department and capacitate them for
- g) Strategic positions.

### **6.2 ACCESSIBILITY TO PEOPLE LIVING WITH DISABILITIES**

The employer (Department) shall ensure that:

- a) People with disability are able to access all Departmental buildings and services without any difficulties.
- b) Access to information inside and outside the Department for people with disability by using alternative forms of documentation and communication e.g.(Braille and sign language)
- c) Provide capacity building and development intervention in the area of disability management to all relevant key personnel, to mainstream disability in the various programs of the Department.
- d) People with disability get equal employment opportunities within the Department.

### **6.3. MEASURES TO CONTROL DISABILITY POLICY**

- a) Should ensure the alignment of this policy to all the programs of the Department.
- b) Different programs must ensure that all disability activities are supported within the Department.
- c) Ensure that all needs for people with disability are catered for.

## **7. SCOPE OF APPLICATION**

The above provisions shall be applicable and supported by all officials within the Department of Cooperative Governance and Traditional Affairs.

**8. PROCEDURE FOR AMENDMENT OF THE POLICY**

The amendment of this policy shall be done in accordance with the changing legal frameworks and shall be subjected to approval by the Head of Department .The Head of Department has the discretion to deviate.

**9. MONITORING, EVALUATION AND REPORTING**

The Department through its delegated structures shall monitor and evaluate effectiveness of the implementation and report to the Head of the Department on an annual basis.

**APPROVED/NOT APPROVED**

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**MR.S NGUBANE**  
**ACTING: HEAD OF DEPARTMENT**  
**DATE: \_\_\_\_\_**