

Errata

Kindly note that this page replaces page 79 in the report.

The following table (Table 9.5) summarises payments made to employees as a result of leave that was not taken.

Table 9.5 – Leave payouts for the period 1 April 2002 to 31 March 2003

Reason	Total Amount	Number of Employees	Average payment per employee
Leave payout for 2002/03 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2002/03	12 000	1	12 000
Current leave payout on termination of service for 2003/03	1 000	2	500
Total	13 000	3	4 333

10. HIV/AIDS & Health Promotion Programmes

Table 10.1 – Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
None	N/A

Table 10.2 – Details of Health Promotion and HIV/AIDS Programmes

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	x		Mr Andre Bastiaanse, Acting Head: Asset Management has been appointed in this regard.
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	x		The Transformation Unit has been established, which consists of 4 members. The Budget provided for this item is R100 000.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	x		Programmes and various workshops are currently in the process of being developed and planned, to promote awareness amongst employees.
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	x		Mr Owen Witbooi, Mrs Nelia Orlandi and Ms Charlene Miles
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.		x	A departmental HIV/Aids policy is currently being developed to complement the Provincial Policy.
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	x		Have endeavored to create an environment free from discrimination. Is being taken further as necessary.
7. Does the department encourage its employees to undergo Voluntary Counseling and Testing? If so list the results that you have you achieved.	x		Confidential information.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	x		The Transformation unit is currently looking at such measurements.