

G.J. CROOKES HOSPITAL

POLICY DOCUMENT : CHARTER OF EMPLOYEE RIGHTS

Staff have a right:

- Not to be unfairly discriminated (directly or indirectly) against on account of race, gender, ethnic or social origin, colour, marital status, pregnancies, sexual orientation, disability, age, political persuasion, conscience, culture, language or family
- Responsibility, HIV status and birth
- To ensure equal opportunity in the workplace to pursue their career in the Public Service.
- To ensure that their suggestions, inputs and ideas are taken into consideration when making decisions affecting them.
- To report anyone involved in fraud, corruption, nepotism, maladministration and any other act which constitutes an offence irrespective of his or her position.
- To expect that all divisions and departments as well as the outlying PHC clinics of the administration practise the principles set out in the White Paper on Transformation of Public Service Delivery (Batho Pele White Paper)
- To work in environments that are free of sexual harassment
- To be treated with Dignity and Respect by Management, staff and colleagues and the public at all times
- To be free to voice complaints, grievances and concerns either through the normal channels of communications or through the Union, without victimization in any way.
- To utilize effective mechanisms in place to promote effective communication between Management and staff and vice versa.
- To have their complaints timeously and suitable addressed.
- To have easy access to regulations, codes, circulars, policies and procedures relating to work performance.
- To have their concerns addressed in a fair and just manner.
- To be subject to skills development programmes of all staff members.

- To have their rights as contained in the constitution respected and protected.
- To be addressed and communicated with in his/her own official language as far as this is possible
- To a safe working environment which is equipped with the necessary physical, material and personnel requirements.
- To receive appropriate orientation and goal-directed in-service education relevant to their career pathing.
- To perform duties within the scope which is legally permissible for his or her specific rank.
- To a working environment which is free of threats, intimidation and interference as far as possible.
- To freely join any Trade Union, Organization or political party without fear of threat or intimidation.
- To obtain moral support and guidance from Supervisors or Management within reason.