

REPORT ON BEREAVEMENT POLICY

1. Background

The municipality has in the past adopted a bereavement policy meant to cushion the councilors and employees in the event of main members or close of keen passing on. The policy has attracted some which need to be addressed by a review process.

2. Discussion

The policy as it stands now operates loosely and is open for abuse.

The local labor forum has considered the policy and recommended that the beneficiaries be enlisted and provided for specific categories.

3. Legal implication

The policy amendments do not in any way have legal implications for the municipality.

4. Financial implication

None

5. Recommendation

The policy is recommended to the EXCO for review.

See the attached proposed policy amendments and the old policy.

BEREAVEMENT POLICY

1. BACKGROUND

The municipality has in the year of 2012 resolved to have a bereavement policy for the councilors and employees. The policy was founded on voluntary basis and the employees have to contribute the condolences in the event of a death covered by the policy. Over time the policy attracted risks that need to be mitigated by policy amendments.

2. SCOPE OF THE POLICY

The policy will apply municipal councilors and the employees who will elect to associate with the policy.

3. AMENDED POLICY PROVISIONS

1. The policy should cover as main members the following: councilors, employees and interns.

2. Parents of the main members.

3. The in-laws to the main members

4. The children bearing same surname as the main members

5. All members are to enlist their beneficiaries and payments for condolences should only be informed to the beneficiaries.

6. All those who will submit their beneficiary list and in the process benefit from the policy will not be allowed to deregister from the policy unless they pay back the proceeds arising from the Bereavement policy.

Dispute Resolution

In case a dispute over the application and interpretation of this policy is to arise the Municipal manager will serve as the Arbiter over the dispute.

Review of the Policy

The policy will be due for review as and when a need for the review arises