



# **RAMOTSHERE MOILOA LOCAL MUNICIPALITY – STUDENT ASSISTANCE POLICY**

**Resolution number : 47/05/2015**

**Approval date : 28<sup>th</sup> MAY 2015**

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## **1. PREAMBLE**

Ramotshere Moiloa Local Municipality has social to assist students within its jurisdiction and outside its jurisdiction, wherever possible, in terms of social and economic upliftment, including education, training and development.

## **2. OBJECTIVE OF THIS POLICY**

2.1 Use Ramotshere Moiloa Local Municipality as an active learning and training environment,

2.2 Provide students with opportunities to acquire skills and experience in their respective fields,

2.3 Contribute towards developing a new cadre of competent and committed future employees for a people oriented service,

2.4 Develop the employability skills of students and improve their ability to find employment both in the private and public sector,

2.5 Offer insights into future employment opportunities,

2.6 Assist students to evaluate their career options,

2.7 Improve the foundations of human development,

2.8 Improve high quality skills (particularly skills), which are more responsive to societal and economic needs, and

**2.9 Increasing the Ramotshere Moiloa Local Municipality participation in the lifelong learning,**

## **3. FOCUS AREAS OF STUDENT ASSISTANCE POLICY**

### **3.1 Work Shadowing Programme:**

Students within Ramotshere Moiloa Local Municipality area (i.e. from high schools) shall be required to spend a specified period of time 'shadowing' employees in order to gain experience within the work environment. Where possible in this placement will take place during their vacation, unless otherwise determined by the Municipal Manager. Generally, the duration of shadowing shall not exceed one month.

### **3.2 PRACTICAL TRAINING PROGRAMME:**

This programme seeks to assist students from institutions of higher learning who require specialist experiential training with their field of study in order to obtain a qualification. In most instances, prescribed work categories are furnished and a formal record is kept of all practical experience. Generally the duration of the training from this area ranges from one month to one year.

### **3.3. INTERNSHIP:**

Students who have already completed their Diplomas/Degrees are accommodated in this programme in order to gain experience in their chosen field of studies. This could range from one month to a maximum of three years.

### **3.3 OTHER**

On an ad-hoc basis request are received from international academic institutions, accommodate students for internship programmes ranging from one to six months. All costs incurred (including insurance/remuneration) will be covered by the respective international institutions.

## **4 COMMUNICATION WITH INSTITUTIONS OF LEARNING**

Training and Development Officer/Skills Development Facilitator



## **5. COMMENCEMENT OF THIS POLICY**

- 5.1 This policy will come into effect on the date of adoption by Council.

## **6. INTERPRETATION OF THIS POLICY**

- 6.1 All words contained in this policy shall have an ordinary meaning attached thereto, unless the definition or context indicates otherwise.
- 6.2 Any dispute on interpretation of this policy shall be declared in writing by any party concerned.
- 6.3 The Office of the Municipal Manager shall give a final interpretation of this policy in case of a written dispute.
- 6.4 If the party concerned is not satisfied with the interpretation, a dispute may then be pursued with the South African Local Government Bargaining Council/ or Arbitration

## **7. PERMANENT/TEMPORARY WAIVER OR SUSPENSION OF THIS POLICY**

- 7.1 This policy may be partly or wholly waived or suspended by the Municipal Council on a temporary or permanent basis after consultation with Management and Trade Unions.
- 7.2 Notwithstanding the provisions of the policy, the Municipal Manager may under circumstances of emergency temporarily waive or suspend this policy subject to reporting of such waiver or suspension to Council and Trade Unions.

## **8. AMENDMENT AND/OR ABOLITION OF THIS POLICY**

- 8.1 This policy may be amended or repealed by the Council after consultation with Management and Trade Unions.

## **9. COMPLIANCE AND ENFORCEMENT**

- 9.1 Violation of or non-compliance with this policy will give a just cause for disciplinary steps to be taken.
- 9.2 It will be the responsibility of all Managers, Supervisors, Executive Committee and Council to enforce compliance with this policy.

#### **10. ADOPTION AND APPROVAL OF POLICY BY COUNCIL**

This policy is adopted and approved by the full Council of Ramotshere Moiloa Local Municipality for implementation.

**THUS DONE AND SINGED AT RAMOTSHERE MOILOA LOCAL MUNICIPALITY  
ON THIS THE 28<sup>th</sup> MAY 2015.**



Speaker Ramotshere Moiloa Local Municipality