



SUBMISSION TO THE GROUP EXECUTIVE HUMAN RESOURCES

1. DEPARTMENT REQUESTING THE SUBMISSION

Human Resources.

2. TITLE OF SUBMISSION

SABC Employees with disabilities

3. PURPOSE

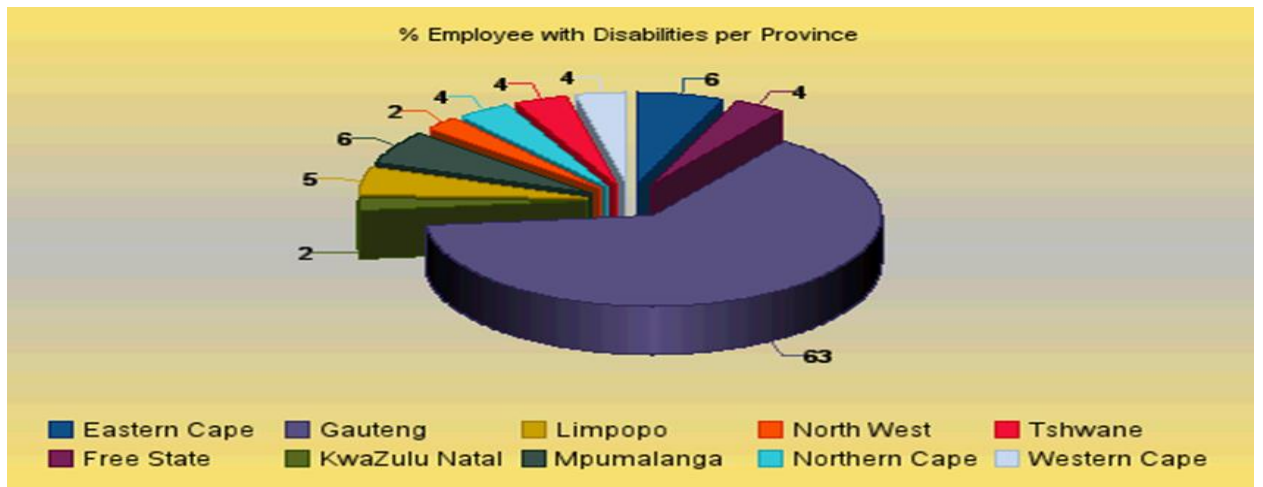
The purpose of this submission is to report on the provision of reasonable accommodation for employee with disabilities.

4. INTRODUCTION

Employees with disabilities form an integral part of the SABC and represent 2.83% of the entire workforce. These employees are employed at different occupational levels and in all SABC provinces.

Hereunder is an indication of the total number of employee's with disabilities per occupational level as well as employee percentage representation per SABC province.

EE Occupational Level	Male				Male Total	Female				Female Total	Grand Total
	African	Coloured	Indian	White		African	Coloured	Indian	White		
Prof Qualified, Exp Spec & Mid Man	3		1		4	2		1	1	4	8
Skilled Technical & Academ Qualified	17	4	1	6	28	32	3	2	9	46	74
Semi-Skilled & Descret Decision Making	1				1	1				1	2
Total Number	21	4	2	6	33	35	3	3	10	51	84



The SABC`s employees with disabilities have different types of disabilities as indicated in the statistics below:

Audio/Hearing Impairment	Learning/Speech Disability	Medical Disability	Physical Disability	Psychiatric	Visual Impairment	Grand Total
9	1	21	32	8	12	84
10.71%	1.19%	25.00%	38.10%	9.52%	14.29%	100.00%

All employees who require reasonable accommodation have been provided with such as to ensure that they are able fulfil the inherent requirements of their jobs in a non-discriminatory environment.

5. THE PROVISION OF REASONABLE ACCOMMODATION

The Employment Equity Act 55 of 1998, as amended requires employers to provide reasonable accommodation for individuals with disabilities, unless such accommodation causes undue hardship to the employer.

Reasonable accommodations are the adaptations or changes to the workplace that would allow a person with a disability to perform their job optimally. The type of reasonable accommodation for an employee with a disability in the SABC depends on the following three factors; namely the:

- particular job and its essential functions;
- physical and communication barriers in the work environment; and
- person's specific impairment.

The SABC provides reasonable accommodation and assistive measures such as assistive devices and technology, adaptations to the physical environment and furniture, re-organization of the workplace and/or duties of the employee, sign language Interpreters, etc.

The following approach in the provision of reasonable accommodation has been adopted:

- The accommodation of employees differs for each person, as such, employees are engaged individually as to understand the needs and to provide the appropriate accommodation.
- Some disabilities are progressive and the needs of the employee may change. All employees with disabilities are therefor contacted once a year to adjust accommodation to ensure that the employees are able to perform the inherent requirements of their jobs.
- Successful accommodation is a collaboration of multiple parties in the SABC, including the employee, the Line Manager, Human Resources and the Wellness consultants.
- To further ensure a disability friendly and inclusive working environment that allows employees with disabilities access to spaces without encountering barriers, access audits are conducted, and audit findings are addressed.
- Employees are also expected to:

- Inform the employer of their disability and the need for accommodation and not assume that managers know or should have known about their disability.
- Advise the employer if accommodation measures need to be changed or if the agreed-upon solution has not worked as it was intended so that new ways are explored.
- The SABC`s emergency evacuation plans also make provision for the safe evacuation of employees with disabilities.

The SABC further acknowledges its duty to create awareness of disability ensuring that fears, myths and stereotypical misinformation about employees with disabilities is removed and that the workplace remain inclusive. The organisation continues to implement education and awareness campaigns to create understanding and the appreciation of the negative consequences of stereotyping. The campaigns also provide all employees with relevant information that encourages employees to disclose disabilities so that reasonable accommodation needs are addressed.

6. CONCLUSION

The SABC acknowledges that disability is a natural part of the human experience and when persons with disabilities are provided with equal opportunities and accommodation they are able to make a valuable contribution to the workplace.

7. SIGNATURE

DR MOJAKI MOSIA
GROUP EXECUTIVE: HUMAN RESOURCES

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