



# HR Unit Report: Conference 2021

*OVERVIEW OF THE WORK OF  
THE UNIT*

*Presented by : Mrs LP Madi*

# ***INTRODUCTION***

The Unit continues to conduct research of new HR practices as they continue to evolve and Labour Laws continue to change. The Unit is a major partner in driving operational and strategic success in Human Resources Management within the MCSA by offering the basics of HRM which include:

Recruitment & selection.

Learning & development.

Human Resources Information Systems.

HR data and analytics.

## **1. Covid 19 & Impact on HRM**

The Covid 19 Pandemic has changed the world of work, the reality is that it has impacted how Employees work and has forced organizations globally to adapt to the new ways of doing work. For the foreseeable future, organizations including the MCSA will be searching for new ways of working and new norms to shape cultures.

Some of the Challenges that HR will face during and post-Covid include the following:

- Staying flexible with new HR trends and policy re design.

In response , the Unit has begun work on a **remote working policy**

## **2.Covid 19 & Impact on HRM**

- **Wellness**

One of the most significant impacts of the pandemic has been its effect on mental health. An SHRM report from the first half of 2020 found that up to 35% of employees surveyed experienced depression symptoms often, while 41% reported work burnout and 45% said they felt “emotionally drained from their work”. There is a huge need to focus more on wellness of both Clergy and Employees of the MCSA.

- The Church is currently affiliated with Life Assist, which offers a holistic Employee Wellbeing Programme which was launched in 2020 .



# ***Life Assist : Wellness***

During the 1st quarter of 2021, Life Assist had engaged 8.5% of the total headcount of MCSA beneficiaries, which shows a slight increase compared to the year 2020.

The focus areas that are identified for 2020 are more relevant than ever in the context of COVID-19

- Financial Wellbeing
- Mental Wellbeing
- Chronic Diseases

## 3. POPI Act

- The South African Protection of Personal Information Act (POPI) will officially be enforced on 1 July 2020 and other parts of the Act came into effect on the 30<sup>th</sup> of June 2021.
- The Unit has drafted for approval by Conference an MCSA POPI Policy. There has been a number of Webinars within the MCSA recently the MCO held a Staff Training Session on the Popi Act and the policy.

## **3. MCSA *POPI Policy***

Objectives of the Policy:

- To ensure that all personal information held by the MCSA is securely processed, used relevant to the purpose intended and protected as required by the Protection of Personal Information Act.
- To provide a framework to the MCSA to ensure compliance with the Act and the right to privacy as per the constitution.

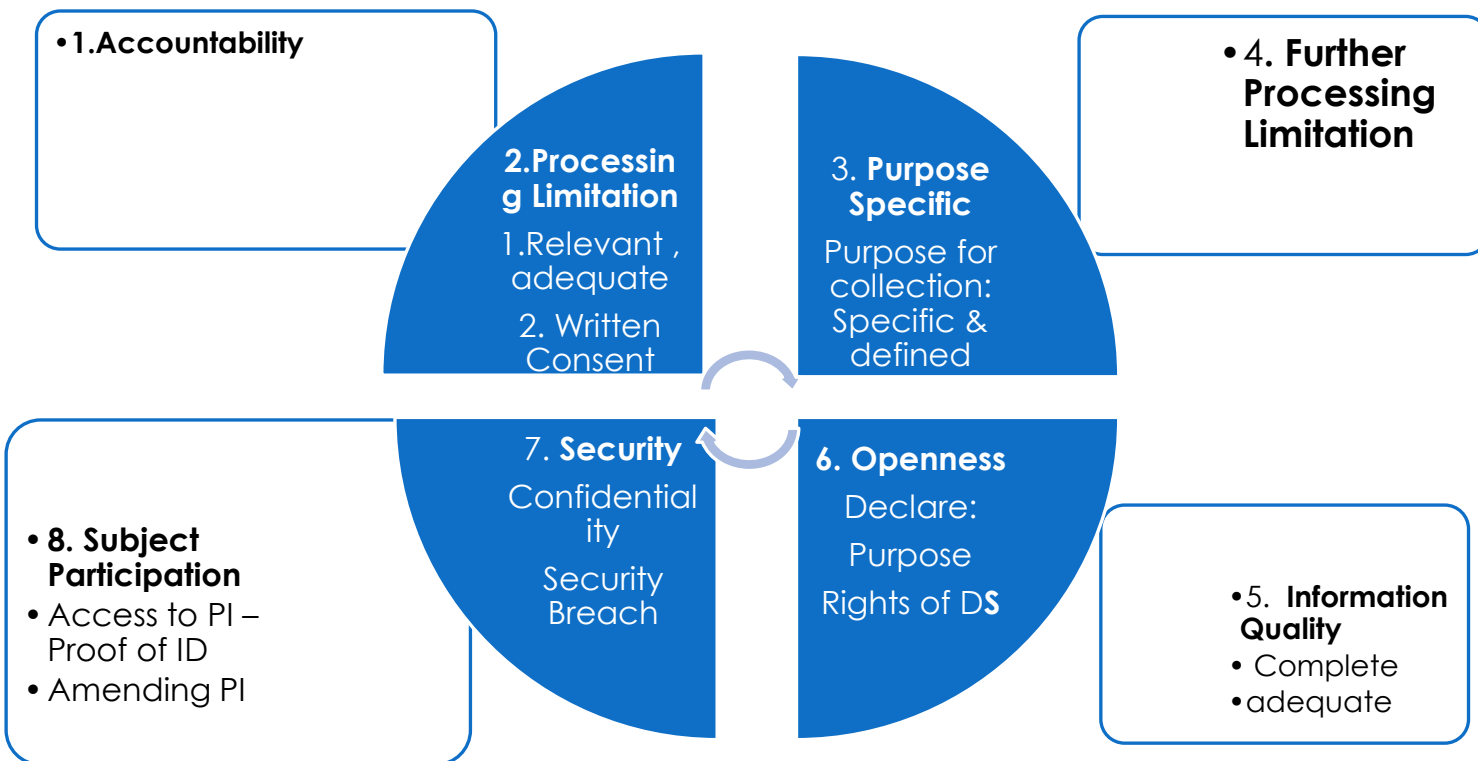
## 4. MCSA *POPI Policy*

There are eight conditions for lawful processing of personal information which all have to be complied with and are contained in the ACT and the MCSA Policy:

- Accountability
- Processing Limitation
- Purpose Specification
- Further processing Limitation
- Information quality
- Openness
- Security safeguards;
- Data subject participation



# 4. MCSA POPI Policy



## ***5. Other Activities***

- MCO Organizational Design / Re-engineering & Staffing
- Connexional Bursary Administration
- MCO COVID 19 Compliance

## **7. Conclusion**

We thank God for all the work done as the Unit participates in the broader mission of the church and the extension of Gods Kingdom. We wish to express our heartfelt gratitude to the Presiding Bishop, General Secretary , Bishops and all other colleagues at MCO and the Church in general for your prayerful support as we discharge the responsibilities given to us by the Methodist people.

To God be the Glory.