



FOR PSA MEMBERS: **DEPARTMENT OF WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (DWYPD)**

28-08-2025

## DWYPD: Policy on appointment of Personal Aides and Professional Assistants

The policy was presented to the policy task team for consultation. The employer submitted that the policy is reviewed to ensure alignment with the departmental mandate and updated legislation to ensure compliance.

The policy aims to create a standardised and transparent framework for the selection, appointment, retention, and management of Personal Aides and Professional Assistants for employees with disabilities in the DWYPD. It intends to ensure fairness and equity, reduce ambiguity, and promote consistency in the appointment of Personal Aides and Professional Assistants in the Department. Furthermore, it is designed to safeguard and protect the rights and dignity of employees with disabilities and their Personal Aides and/or Professional Assistants, preventing harassment, exploitation, and discrimination, whilst promoting job stability and fair and equitable treatment.

Members are urged to peruse the reviewed (*attached*) policy and send their inputs by **no later than 2 September 2025** to the PSA Chairperson at [tumelo.ngobenj@dwypd.gov.za](mailto:tumelo.ngobenj@dwypd.gov.za) or PSA Chief Negotiator at [patricia.hamese@psa.co.za](mailto:patricia.hamese@psa.co.za).

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