



FOR PSA MEMBERS: NATIONAL DEPARTMENT OF HEALTH (NDOH)

10-07-2025

Feedback: NDOH Chamber meeting – 7 July 2025

Implementation of PHSDSBC Resolution 3/2019: Progress report

Members are aware that parties agreed that the employer would table reports on the implementation of the above-mentioned Resolution in the Chamber for monitoring purposes. In the meeting, labour confirmed receipt of two reports submitted by the employer, one from the National Department of Health and one from the Department of Social Development.

The employer indicated that, according to the report, the annual statutory registration fees for South African Council for Social Service Professions, the Health Professional Council of South Africa, and the South African Pharmacy Council were up to date. Furthermore, the employer confirmed that the payment of the South African Nursing Council was due in November 2025. Labour indicated that it would await the report regarding the South African Nursing Council payment scheduled for November 2025.

NDOH Internship HR Strategy

Members would recall that parties previously agreed that the employer would convene a special Chamber meeting and provide a report on how internships are dealt with in the Department. Unfortunately, this meeting did not take place, and the employer reported at the meeting on 3 July 2025 that it did not have a policy to regulate internships nor saw the need for one. Furthermore, the employer indicated that the DPSA was currently the custodian of internships, and it was guided by the framework from the DPSA. Labour requested the employer to share the framework indicated above for discussion purposes. The employer will seek a directive from the DPSA and provide labour with the framework in the next Chamber meeting.

Report: Employment Equity Plan 2023 - 2024

The employer tabled a report from the Employment Equity Plan for 2023 – 2024, although argued that the Chamber was not the correct forum to engage on the plan and that such discussions should take place in the already established Employment Equity Committee. Parties, however, noted the report without engaging in any discussion on its content. The employer undertook to provide the Chamber's secretariat with any outstanding information regarding institutionalised compliance with the *Employment Equity Act* and employment equity policies and practices before the next meeting.

Special Chamber/Operational session

Parties agreed to convene an operational planning session on 22 July 2025. The session is aimed at aligning all parties on the operational procedures of the Chamber.

Tabling of Policies

The employer tabled the following DOH policies: OHS Policy, Job Evaluation Policy, Recruitment and Selection Policy, Retention Policy, Grievance Policy, Security Policy, Health and Wellness Policy, and Hybrid/Remote Working Policy (Working from Home Policy). However, owing to time-constraints, discussions on these policies were deferred to a special Chamber meeting scheduled for 21 July 2025.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER