



FOR PSA MEMBERS: **NATIONAL DEPARTMENT OF HEALTH (NDOH)**

---

12-09-2025

## Feedback: NDOH Chamber meeting

### Internship HR strategy

The employer indicated that there is a need to develop an internship HR strategy. Organised labour noted the employer's position and requested that the matter be deferred to the next Chamber meeting to allow for proper consultation and a comprehensive report.

### Report from Employment Equity Plan 2023 – 2024

The employer reported that all matters concerning the Employment Equity Report should be addressed through the established Employment Equity Committee, of which organised labour is represented. Organised labour requested the employer to conduct a thorough analysis of the data from the shared Employment Equity Report. The employer indicated that it will forward organised labour's request to the relevant committee. Additionally, organised labour raised concerns about the current non-functioning Employment Equity Committee and emphasised the need for its revival.

### Recruitment and Selection Policy

The employer informed the Chamber that a draft policy exists and is currently under review by the relevant internal structures. Once the draft has been finalised, it will be shared with the Chamber. Labour requested that once the draft has been finalised, the drafters of the policy be invited to present the policy to parties in the Chamber.

### Retention Policy

The employer stated that the Department does not have a retention policy and has no intention of developing one. Organised labour noted the employer's position and indicated that it will exercise its right and pursue the appropriate recourse.

### Security Policy

Organised labour submitted that a security policy should be established for Dr AB Xuma facility. The employer will give feedback in the next Chamber meeting.

### Health and Wellness Policy

The employer reported that it is still in the process of reviewing the policy and will give feedback at the next Chamber meeting. Organised labour noted the report.

### **Job Evaluation Policy**

The employer reported that work on the Job Evaluation Policy is still in progress. Labour noted the employer's submission.

### **OHS Policy**

The employer indicated that it is still in the process of reviewing the policy and will give feedback at the next Chamber meeting. Organised labour reiterated the need for the employer to attend to all these matters with urgency and indicated that the draft policy must be shared with employees for inputs. The employer confirmed that the policy will be shared.

### **Hybrid/Remote Working Policy**

The employer reported that the Department of Public Service and Administration (DPSA) has an interest in the matter, and it would wait for a directive from the DPSA. The employer further indicated that it is still in the process of reviewing similar policies in other departments to determine the necessity of such a policy. Organised labour noted the employer's submission.

The next Chamber meeting is scheduled for 7 November 2025, and members will be updated on progress with matters under discussion.

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

Reuben Maleka  
GENERAL MANAGER