



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

25-07-2025

Feedback: NDOH Chamber Meeting – 21 and 22 July 2025

Members will recall that labour tabled the need for the either the review or introduction of the following policies: Job Evaluation Policy, Recruitment and Selection Policy, Grievance Policy, Security Policy, Health and Wellness Policy, and Hybrid/Remote Working Policy, which were deferred to a special Chamber meeting scheduled for 21 and 22 July 2025. The special Chamber meeting was duly convened on 21 and 22 July 2025 to discuss the matter.

Job Evaluation Policy

The employer reported that work on the Job Evaluation Policy is still in progress. It was further indicated that the draft policy will be shared with labour once internal consultation and development processes have been finalised. Labour noted the employer's submission.

Recruitment and Selection Policy

The employer informed the Chamber that a draft policy exists and is currently under review by 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 represent 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. It further indicated satisfaction with relying on a provision in the Public Service Regulations to deal with retention matters. Labour raised concern, highlighting that the employer had previously committed to its Employment Equity Plan to develop a retention policy. Labour further requested the employer to share specific regulations referred to. Labour emphasised the need for the employer to urgently draft a Standard Operating Procedure (SOP) aligned with its retention strategy. The employer committed to drafting the SOP and sharing it in the next Chamber meeting.

Grievance Policy

The employer indicated that the Department does not have a departmental grievance policy and currently addresses grievance matters in accordance with the PSCBC Resolution and the Public Service

Grievance Manual. Labour enquired why provincial departments have established grievance policies, whilst the National Department maintains that it does not have one. Furthermore, labour expressed concerns regarding the prolonged presence of these policies on the Chamber agenda, noting that the employer does not appear to be committed to finalising discussions on these matters.

Security Policy

The employer reported that a draft Security Policy exists and committed to sharing it in the next Chamber meeting. Labour reiterated its concern regarding the ongoing delay in the policy-development process.

Health and Wellness Policy

The employer confirmed that a policy is in place and is currently undergoing internal consultation. The employer committed to sharing the policy upon completion of internal processes. Labour noted the employer's submission.

Hybrid/Remote Working Policy

The employer indicated that the Department does not have a policy on hybrid or remote working. However, the employer committed to checking similar policies in other departments to determine the necessity of such a policy. Labour noted the employer's submission and stressed the urgent need to develop a dedicated policy on hybrid/remote working.

The next Chamber meeting is scheduled for 4 September 2025. Members will be updated on progress with the matters under discussion.

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