



FOR PSA MEMBERS: DEPARTMENT OF COOPERATIVE GOVERNANCE (DCOG)

30-06-2026

Feedback: DCoG Departmental Bargaining Chamber (DBC) meeting - 23 June 2026

Departmental policies

Bereavement and Discipline Management Policies

The employer previously tabled the Bereavement and Discipline Management policies at the DBC, as both were due for review. Parties agreed to defer both Policies to the task team for further engagement. The PSA submitted inputs on both Policies, which were all accepted by the employer. Following the task team meeting to engage on these Policies, policy task team members confirmed that they consulted sufficiently, and the consultation process has been finalised. Subsequently, the Policies were adopted. The PSA urges members to familiarise themselves with the approved policies, which ordinarily must be workshopped to employees.

Recruitment and Retention Policy

The employer tabled the Recruitment and Retention Policy at the DBC meeting and submitted that the Policy is due for review to align it with the latest legislation, regulations, and applicable guidelines. The purpose of the Policy is to establish consistent, transparent, and fair recruitment methodology in the Department. Furthermore, the Policy aims to promote consistent, fair, and equitable employment practices that contribute to enhanced service delivery in the DCoG. The Policy applies to all employees appointed in terms of the *Public Service Act, 1994*, as amended (“the Act”), whether appointed on a permanent basis or fixed-term contract.

The employer shared the *attached* draft Recruitment and Retention Policy with labour, as part of the consultation process. Members are requested to review the *attached* draft policy and submit comments and inputs to PumezaT@ndmc.gov.za no later than **2 July 2026**.

Call to non-unionised employees

Employees who are not affiliated with a union are vulnerable to victimisation, unfair treatment at work, and will lack representation in workplace dispute situations. All employees are encouraged to join the PSA to ensure that:

- Their rights and interests are protected.

- They access professional labour-law advice.
- They receive representation in disciplinary and grievance matters.
- They enjoy additional member benefits.

To join, visit the PSA website at or contact the nearest PSA Provincial Office for assistance. An application for membership is *attached* for convenience.

Reuben Maleka
GENERAL MANAGER