



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

17-02-2026

Feedback: Policy consultation

Human Resource Development Policy (HRD Policy)

The employer presented the HRD Policy to the task team for consultation. The employer stated that the purpose of this policy is to provide a standardised framework for managing education, training and development to employees within the department, to promote life-long training and development and to further empower employees with the knowledge, skills and abilities required to effectively improve the quality of their performance and services rendered within DWYPD. The policy aims to assist employees in becoming suitably developed and qualified for their respective roles and responsibilities, align the training and developmental needs of employees with the management of their performance, and assist the department in nurturing the competencies required to achieve its strategic and functional objectives. The policy further provides guidelines for the awarding and administration of bursaries and other financial assistance for part-time studies to qualifying employees.

The HRD policy applies to all employees of DWYPD. As part of the consultation process, members are requested to review the *attached* draft policy and send inputs to tumelo.ngobeni@dwypd.gov.za or patricia.hamese@psa.co.za by **20 February 2026**.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every Departmental engagement. Employees who wish to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER