



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

17-02-2026

Feedback: NDOH chamber meeting

Job Evaluation Policy

The employer reported that the policy was circulated to employees for input. Organised labour noted the submission. The parties agreed to schedule a special meeting in March 2026, where the employer's technocrat will present the policy to the parties. Once this process is completed, the policy will be referred to the Policy Task Team for further discussion.

Recruitment and Selection Policy

The employer submitted that the policy will be tabled and that a technocrat will be brought in to make a presentation at the special chamber meeting.

Occupational Health and Safety (OHS) Policy

The employer submitted that the chamber does not have the competency to discuss issues relating to OHS, as there is an OHS committee at plant level. Organised labour noted the employer's submission with serious concern and indicated that the chamber does have the competency to discuss issues relating to OHS. Organised labour further acknowledged that the chamber will not replace the OHS committee nor perform the functions of that committee. Following disagreements between the parties, it was agreed that the Chamber Secretariat will seek advice from the Council Secretary before the parties exercise their rights in dealing with the disagreement.

Hybrid/Remote Working Policy

The employer submitted that they do not see a need to develop a Remote Working Policy, as it would not allow for remote working. The employer further indicated that remote working would be impossible due to financial constraints and a lack of appropriate working tools. Organised labour noted the employer's submission with concern, indicating that the employer had initially stated that a benchmarking process would be conducted to assess how remote working could be implemented. Organised labour further indicated that the same tools of trade used during the COVID-19 lockdown could be utilised, as employees were working remotely during that period. Organised labour dismissed the argument that the department is 50% client-based and that remote working would negatively affect service delivery. Organised labour emphasised that the department is not easily accessible and that the assertion that it is 50% client-based is incorrect.

Health and Wellness Policy

The employer submitted that a technocrat will be brought in to make a presentation at the special chamber meeting.

Security Policy

The employer submitted that a technocrat will be brought in to make a presentation at the special chamber meeting. Members will be duly updated on the progress of the matter 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