



FOR PSA MEMBERS: **NATIONAL SCHOOL OF GOVERNMENT (NSG)**

04-03-2026

Feedback: NSG Departmental Bargaining Chamber - 4 March 2026

Adoption/Endorsement: Amendment NSG Employment Equity Policy

The employer reported that the amendment of NSG Employment Equity Policy was consulted with all structures and served in the Policy Task Team (PTT), and proposed endorsement. The purpose of this Policy is to achieve equity in the workplace by promoting equality, opportunities, and fair treatment in employment through the elimination of unfair discrimination and implementing affirmative action measures to redress disadvantages in employment experience by designated groups to ensure their equitable representation in all occupational levels. The PSA confirmed that the Policy was sufficiently consulted, and the Policy was adopted.

Tabling of policies

The employer formally tabled the below draft policies, which were subsequently deferred to the PTT, noting that other policies were also seized with the same structure as consultation was underway.

NSG staff function SOP - Review

The Policy aims to regulate and standardise the management of staff functions in the NSG to ensure compliance with *the Public Finance Management Act*, align with the *Public Service Act* and applicable regulations, ensure financial prudence, governance compliance, and audit readiness, and promote uniformity, transparency, and accountability. **NB: The draft will be shared once received from the employer.**

NSG Recruitment and Selection Policy - Review

The purpose of this Policy is to provide guidelines for fair and transparent recruitment, selection and placement of suitable candidates who will be able to enhance the NSG's capacity for excellent service delivery.

NSG Hybrid, Working Hours, and Overtime Policy - New

The Policy aims to define eligibility, expectations, and guidelines for hybrid work arrangements that balance flexible work options with business operational needs. **NB: The draft will be shared once received from the employer.**

NSG Job Evaluation Policy - Review

The purpose of this Policy is to provide a framework for implementing and managing job evaluation in the NSG, ensuring compliance with relevant legislative and policy frameworks and the consistent application of the process.

NSG International Relations and Cooperation Policy - Review

The Policy aims to enhance the NSG's approach to Africa and international relations and global engagements through partnerships that promote governance, capacity-building, and knowledge exchange. The purpose of this Policy is to, therefore, establish a structured approach to managing Africa and international relations and partnership cooperation in the NSG by fostering meaningful cooperation that advances South Africa's developmental objectives and positions the NSG globally.

NSG Prohibition for Utilisation of Alcohol and Substance Policy - New

The purpose of this Policy is to promote a safe, productive, and healthy work and learning environment at the NSG. The NSG intends to prohibit the misuse of alcohol and drugs to ensure workplace safety, operational efficiency, and the well-being of all employees, learners, visitors, and contractors.

Members are requested to peruse the shared drafts and send in their inputs through the Chairperson at Craig.Jansen@thensg.gov.za before **15 March 2026**.

Employees who have not yet joined the PSA can visit the PSA website or contact PSA Provincial Offices for assistance.

Reuben Maleka
GENERAL MANAGER