



FOR PSA MEMBERS: **DEPARTMENT OF COOPERATIVE GOVERNANCE (DCOG)**

27-02-2025

Feedback: DCOG policy task team

The employer recently presented the following policies for discussion in the policy task team:

Employment Equity Policy

This policy aims to address historical imbalances and promote fair representation in the Department. Previously, employment equity was only referenced in the broader Human Resource Policy, but it has now been developed into a standalone policy.

Human Resource Development Policy

The employer tabled this policy for amendment to enhance employees' access to training and development opportunities. Key amendments include:

- Changes highlighted in blue and green, whilst repealed sections appear in red for ease of reference.
- Integration of the Skills Policy, Bursary Policy, and Internship Policy into a single comprehensive Human Resource Development Policy.

Members are encouraged to review the draft policies and submit inputs no later than **3 March 2025** to Sisiwe April at SisiweA@cogta.gov.za.

The PSA urges all members to participate in this process to ensure that the policies reflect their interests.

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.

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GENERAL MANAGER