



Policy on Learnership and Internship

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Department



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Policy Aim

1. The aim of this policy is to regulate the provision of learnerships and internships within the Northern Cape Department of Health. This policy must be read in conjunction with the Procedure in Internships and Learnerships.

Policy Scope

2. This policy applicable to all persons employed as interns¹ and learners² within the Northern Cape Department of Health.

Policy Statement

3. It is the policy of the Northern Cape Department of Health that:
 - 3.1. It will ensure that graduates who have been granted bursaries by the Department of Health are given preference in terms of appointment as Interns in order to gain the necessary exposure.
 - 3.2. To provide students with experiential training and In-service training in order to complete their course of study.
 - 3.3. It will meet strategic staffing needs by providing a practical and accelerated work experience programme that exposes interns and learners to specific occupations.
 - 3.4. It will meet the challenges of capacity building in the department through integrating learning and workplace experience for interns and learners.
 - 3.5. An intern and learner will be employed according to the condition stipulated in the determination on interns and learners of 2006 and the Section 1/VII/B.1 (e) of the Public Service Regulations, 2001 (as amended).

¹ "Intern" means a graduate person who has complemented a qualification but has been unemployed and needs workplace exposure to enhance chances of future employment.

²"Learner" means any employed or unemployed person employed in the public service under the learnership programme.

