

FOR PSA MEMBERS: GAUTENG DEPARTMENT OF HEALTH

03-09-2019

## Feedback: Multilateral meeting

### PMDS: Incentive bonuses

The employer tabled an offer to pay incentive bonuses for the financial year 2018/19 based on the 1.5% of the total compensation budget that amounts to R398 760 750. As in the past, the amount available is not enough to cover payments of incentive bonuses. The Department therefore is offering incentive bonuses to all qualifying staff as follows:

PMDS rating 4: **R7 739.00**

PMDS rating 5: **R10 944.52**

**Mandate required:** Members are requested to provide their mandates to accept or reject the proposed offer by the employer to their shop stewards who should then forward mandates to the PSA's Johannesburg Office ([bongane.qankase@psa.co.za](mailto:bongane.qankase@psa.co.za)) by **16 September 2019** (Please use *attached* mandate form).

### Hours of work: Shift workers

The PSA raised a concern that the Department was not applying hours of work uniformly for shift workers in the province. The PSA objected that in some institutions working hours are counted as 11 hours if shift workers worked from 07:00 to 19:00 or from 19:00 to 07:00. The PSA requested that a circular be issued as a temporary measure for such hours of work to be calculated as 12 hours worked. The employer agreed to issue a circular on or before 13 September 2019 to inform institutions to calculate 12 hours of work for all shift workers. The employer also undertook to draft a policy for consultation before the next multilateral meeting. Members will be consulted for inputs on the draft policy.

### Community Health-Care Workers (CHWs)

After receiving many complaints from members, the PSA tabled the following demands for CHWs:

- Safe working conditions.
- Transportation to communities.
- Office space and tools of trade.

The PSA was shocked that CHWs had to report at clinics and travel there at their own cost while earning minimum wages. The PSA demanded that the employer provides transportation for CHWs to

reach communities. The employer promised feedback in the next multilateral meeting after obtaining a mandate from management. Members will be updated on developments.

**Correct placement: Operational Managers (PNA5) doing Area Managers (PNA7) duties**

The PSA raised a concern in that Nursing Managers who are permanently placed on night duty and performing duties of Area Managers are still compensated as Operational Managers. The PSA demanded that since this is a permanent placement, it will only be fair that these managers are compensated as Area Managers (PNA7). The employer promised to investigate and provide feedback in the next multilateral meeting. Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER