

FOR PSA MEMBERS: KWAZULU-NATAL (KZN)

11-12-2019

PSA 2019 highlights: KwaZulu-Natal

Outstanding compulsory overtime payment: Gale Street mortuary and Ilembe EMS

This matter was discussed at the KZN PHSDSBC Chamber after labour unrest that began owing to non-payment of compulsory overtime dating back to 2009. The PSA and other unions successfully enabled KZN Health to agree to make payments of overtime payments dating back ten years.

Appointment: Fixed-term Contract Workers

At the KZN PSCBC, the PSA made input on the appointment of Contract Workers on a permanent basis since they were appointed on fixed-term contract basis for longer than four months. The employer and unions indicated that they will seek a legal opinion and return with the legal position and way-forward.

Provincial policy: Power and water cuts

The PSA played a vital part with inputs of development of the KZN Provincial Policy on water and power cuts. A uniform approach was developed to be used by all provincial departments.

Unsafe working conditions while driving government vehicles

At the Provincial Labour Relations Forum in the Department of Social Development, the PSA raised a serious concern regarding the increasing number of hijackings of government vehicles. The DSD urgently attended to the matter and government vehicles are now being fitted with tracking devices. The employer is also considering Scheme A and B to increase the number of vehicles to make up for losses as a result of hijacks.

Transparency: Recruitment and selection

The PSA raised a serious concern at the KZN Provincial DSD's Labour Relations Forum regarding complaints about a lack of transparency and fairness during the recruitment and selection process. The PSA is challenging the process and calls for amendments to the Recruitment and Selection Policy to allow unions to observe the process and ensure fairness and transparency

PSCBC: KZN Department relocation from Ulundi To Pietermaritzburg between 2004/05

The KZN Legislature decision in 2004/05 relocated provincial department head offices from Ulundi to Pietermaritzburg. This resulted in inconsistencies by various departments with regards to relocation costs paid to employees. The PSA addressed the matter at the PSCBC for the inconsistencies to be corrected. A resolution was taken by parties that the Office of the Premier will coordinate the process

of correcting underpayment. The Office of the Premier will ensure payment is corrected in line with the resolution.

GPSSBC: COGTA Overtime – Security Guards

The PSA addressed this non-payment of overtime at the GPSSBC Chamber meeting and successfully negotiated with the employer to make these payments.

GPSSBC: KZN COGTA relocation from Port Shepstone to Shelly Beach

Members complained about office relocation from Port Shepstone to Shelly Beach, without consultation. The move resulted in members incurring additional costs to travel to Shelly Beach and the premises at Shelly Beach was not conducive. The PSA tabled this matter at GPSSBC Chamber on the 24 May 2019. The employer reported that Public Works awarded a tender for new premises in Port Shepstone and anticipated that employees will be relocated to the new office by March 2020. The PSA successfully negotiated with the employer to provide transport and commit on the date for relocation, i.e. March 2020.

PHSDSBC: KZN Department of Health - Phasing out of Lay Counsellors

The PSA tabled this matter in January 2019 owing to the employer's unilateral phasing out of Lay Counsellors without consultation with labour. The PSA successfully negotiated with the employer for reskilling of Lay Counsellors for other positions, e.g. Pharmacy and Nursing Assistants. Members informed the PSA that the employer did not translate Lay Counsellors to other relevant positions as agreed and a dispute was declared. Settlement was reached for the employer to translate Lay Counsellors.

PHSDSBC: KZN Department of Health - Change of working hours at various clinics

The PSA tabled this matter at the Chamber meeting in July 2019 owing to the employer unilaterally changing the working hours for Nurses without involvement of labour. The employer agreed with the PSA to consult with the clinics and restored the old shift pattern of Monday to Friday.

Ivan Fredericks

GENERAL MANAGER