

Feedback: Public Health and Social Development Sectoral Bargaining Council (PHSDSBC): National Departmental Bargaining Chamber (DBC)

Performance Management and Development System (PMDS)

2018/19 cycle: Members were informed of the demand tabled by the PSA in August for employees to be paid pay progressions and performance incentives, where applicable, irrespective of non-compliance with the PMDS prescripts for this cycle, since it was not their fault but owing to the Occupational Health and Safety (OHS) situation at Civitas. In September the employer indicated that it did not yet have a mandate. In the special Chamber in November the employer reported that its mandate is not to deviate from the PMDS prescripts, i.e. all employees must be assessed. The PSA made it clear that this is going to prove impossible and that is exactly why the issue was placed on the agenda timeously, to ensure an urgent intervention and even to obtain deviations from other role players such as National Treasury and the Department of Public Service and Administration (DPSA), if needed. Labour strongly rejected the employer's response and demanded that it obtain a revised mandate. In this Chamber the employer reported that its mandate remains unchanged and that employees must be assessed as no deviation will be considered. Labour was therefore left with no option but to indicate that it is in dispute with the employer and that it will proceed accordingly. The first step will be to consider lodging a mutual-interest dispute with the PHSDSBC. Members should note that this implies that failure to reach agreement could result in members having to embark on industrial action. Alternatively, should the employer indicate that National Health is an essential service the matter will have to be arbitrated and the decision of the arbitrator will be binding on all parties.

2019/20 cycle: As per labour's request, employees have been trained on the aligned/revised policy incorporating the 2018 amendments from the DPSA. The DPSA also granted an extension for implementation to 1 April 2019. Following the completion of training in August, employees were instructed to submit performance agreements (PA) by end of September. As previously reported, labour raised various challenges that contributed to non-compliance by employees. The employer undertook to investigate and invite the technical expert to address labour in the Chamber. It confirmed that not all PAs have been signed-off and the technical expert was also not available owing to another commitment. The matter stands over to the next Chamber.

2017/18 cycle: The employer previously presented a report confirming that the process was concluded, and payments effected, except for 143 outstanding cases. It confirmed that since the

moderated reports for the relevant employees were not submitted by the deadline of 11 March 2019 they were not assessed or considered for performance incentives. The employer committed to provide a written report indicating the number of cases per Branch and the reason for non-compliance. However, members are advised to submit individual grievances as per the prescribed process.

Transfer: Port Health Services

This relates to the transfer of the relevant provincial employees to the Department in September 2015 and outstanding payments, concerning overtime, shift allowance, performance incentives, etc. The employer committed to present a final report confirming all payments were done in the next Chamber.

Matters and processes: Move from Civitas

Members were informed of the PSA's demand for the employer to secure interim alternative accommodation pending a decision to either relocate to another building or renovate Civitas. The employer is still awaiting a mandate from its principals.

Non-compliance with OHS: Forensic Laboratories

Labour tabled concerns and the employer requested that labour tables a position paper, clearly identifying all issues to which it will then respond before or in the next Chamber.

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GENERAL MANAGER