

FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC): NATIONAL DEPARTMENT OF HEALTH

26-08-2019

Feedback: Special Departmental Bargaining Chamber

The PSA requested a special DBC to deal with the following urgent matters:

Pay progression/performance incentives: 2018/19-evaluation cycle

The performance management and development assessment cycle for 2018/19 closed on 31 March 2019. Because of the ongoing occupational health and safety (OHS) situation at Civitas during this cycle, most employees were working from the foyer. Members are concerned that this could have resulted in not being fully compliant with the provisions of the Performance Management and Development system (PMDS). This was not their fault and the employer failed to provide/facilitate interim working arrangements. Labour's position is that the employer is therefore under an obligation to provide a fair and reasonable solution. The PSA tabled a demand that the employer should, irrespectively, approve pay progression for all employees not yet on the maximum of their salary levels. Furthermore, where applicable, performance incentives should be granted to employees who managed to comply with the applicable prescripts/criteria.

Matters and processes: Move from Civitas

It is common cause that the Department decided to vacate Civitas as a solution to OHS challenges with the building. A process is underway to secure alternative accommodation via the Department of Public Works. Since the move would require engagement on various issues to facilitate a smooth relocation, a task team (TT) was established consisting of labour and employer representatives with the Director-General (DG) as Chairperson, to facilitate engagement. The engagement, however, was done haphazardly and decisions taken were not respected and adhered to and left labour without any recourse as the relevant meetings have no legal standing as opposed to the protection offered by the DBC and its governance rules.

The PSA decided to withdraw from the TT and table the matter in the DBC to ensure that the relocation plan, etc., be consulted in the DBC. **In addition to this** the PSA demanded that:

- Temporary offices be erected in park homes in the parking area opposite Civitas for the interim since the relocation date of March 2020 is too far and working in the foyer is not conducive;
- An independent employee wellness service provider be secured to anonymously assist employees suffering from the psychological impact of the ongoing OHS situation; and
- Any interim allocation of employees to other health facilities be done on a voluntary basis by agreement between all role players/stakeholders.

The employer requested time to obtain mandates and the items were deferred to the DBC in September.

Ivan Fredericks
GENERAL MANAGER