

## Update: Eastern Cape PHSDSBC – 6 June 2019

A PHSDSBC Chamber meeting was held on 6 June 2019. The following items were in discussion and as such the employer was requested to submit to labour documentation in respect of the New Organogram and full report on the implementation of PHSDSBC Resolution 1/2018. The documents were received on 13 June 2019 and reflect as follows:

### **New Organogram: Provincial Department of Health**

The employer tabled the final organogram to the Chamber where it gave the comparison between the new and old organogram. Unions demanded that the employer indicates whether all inputs that were made were considered and included before the organogram is taken to the MEC and DPSA for approval and rectification. A task team has been appointed to oversee progress and discussion of the migration to the new organogram which inputs have been forwarded to the employer. A copy of the new organogram is available at PSA Provincial Offices in the Eastern Cape.

### **Resolution 1/2018 (Agreement on Standardisation of Remuneration for Community Health-Care Workers (CHW) - Department of Health**

The employer was requested to present a progress report on the implementation of the collective agreement in the Eastern Cape. It indicated that it has 4 869 CHWs for the 2019/20-financial year and has concluded all processes leading to the implementation of the Resolution in that:

- All CHW are paid a non-service remuneration of R3 500 per month.
- All payments are processed monthly through the Persal system.
- All CHWs are contracted for 12 months.

The employer confirmed that all CHWs who are on contract are receiving payments except those who have exceeded the age of 60 years whose contracts were not renewed by the Head of Department.

The PSA noted the short fall in terms of refresher training that should have commenced in June 2018 that the employer never addressed. This matter will be raised in the next Chamber meeting. The PSA requests CHWs whose contracts have been renewed but are not receiving salaries to contact the PSA Provincial Office in Mthatha for assistance.

### **PSCBC Resolution 1/2018: Housing Allowance on de-linking of spouses**

Unions raised the failure of the employer to implement PSCBC Resolution 1/ 2018 (Housing Allowance on the delinking of spouses). The employer informed the Chamber that it issued a circular that requested qualifying employees for delinking to submit applications and 30 submissions were received and approved.

The PSA requests members who have not submitted their applications to do so at their institutions. For assistance, members should contact the Provincial Offices in Mthatha or Port Elizabeth.

Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER