

Special PHSDSBC Chamber and multilateral meeting

Insourcing: Security Personnel

The Gauteng Department of Health indicated in the previous meeting that as far as the framework of insourcing, the total number of security staff and the names of the security staff eligible to be insourced, the information was not available yet and the Department would provide it in the next meeting. It has now come to the PSA's attention that security companies are busy replacing current staff with new staff, resulting that several members of the security staff now no longer qualify to be insourced into the Department. This situation is currently occurring in the West Rand. The PSA demanded that this must immediately be corrected, and the security staff already changed be brought back. It appears that the security companies are hiring workers off the street and placing them as security guards at government workplaces in order to prevent losing competent security staff to the department when the insourcing is to take place. The Department will provide the Chamber with a detailed report at the next meeting.

PMDS 2018/19

The Department reported that it is finalising the audits on qualifying staff. The Department will be in a position at the next meeting to provide information on available budget and how payment of incentive bonuses will be calculated.

Transfer and Escorting of Patients Policy

The PSA reported that the draft document was presented and that it will be workshopped on 19 July 2019. The final draft was presented and after parties indicated their satisfaction it was decided to refer the policy to the PHSDSBC chamber for adoption. Copies of the policy can be obtained from the PSA Provincial Office.

State of readiness: Nursing Colleges in Gauteng

Following the introduction of new qualifications in the nursing profession and the migration of nursing education into Higher Education and for the Gauteng nursing colleges to train nurses, that are required to meet certain standards that include developing HEQSF (Higher Education Qualifications Sub-Framework) and aligned programs accreditation by the CHE (Council of Higher Education) and meet institutional requirement set by the CHE. The Department tabled a presentation that provides the state of readiness of colleges in accordance with the required standards. The presentation showed that the Department will only be able to have an intake of 50 students for the 2020-academic year for the Diploma in General Nursing. It was agreed that the presentation will be workshopped on 2 August 2019. The PSA intends to ensure that internal staff receive priority treatment to study for Professional Nurses.

Employee Value Proposition

The Department presented the PSA with a proposal that it intends to improve staff morale. It will include a form of reward and career progression while attracting and retaining young employees and employee wellness. The PSA informed the Department that it will endorse any program that is aimed at improving the lives and moral of its members. The PSA, however, was not happy with the presentation that included issues of employment equity and skills development. This is a legislated requirement that should not be part of this kind of initiative to develop staff morale. More discussions are needed, and members will be updated.

Social Workers due for grade progression - Department of Health

The Department indicated that only 19 Social Workers in the province qualify for grade progression. The PSA disputed this and requested the Department to redo the audit and broaden it to all districts. An updated report will be submitted at the next meeting.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER