

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

11-09-2019

What's happening in Limpopo Health?

Circular 55 of 2019

The PSA was inundated with enquiry regarding Circular 55 of 2019 that prohibits the performance of other remunerative work outside the employee's employment in the Department. Furthermore, that only applications of Specialists, excluding those of Specialists in Family Medicine, will be considered. The PSA demanded the Circular to be withdrawn as it is discriminatory, unconstitutional and defies the purpose of the *Public Service Act*. Section 30 of the *Public Service Act* allows employees to apply for permission to perform remunerative work wherein the executive authority should decide whether to grant such request. Further, that if the executive authority fails to decide within a 30-day period, it would be deemed that such permission was given.

The PSA gave the employer until 13 September 2019 to withdraw the Circular. Failure by the employer will leave the PSA with no option but to take the matter further for appropriate relief.

Working hours: Emergency Medical Services employees

The PSA is concerned that members are still working for 173 hours without a collective agreement. A draft averaging of working hours document is still under discussion at the Chamber. The PSA reminded the employer that implementation of a 173-hours shift system without a collective agreement was not procedural and must be stopped with immediate effect. The contract of employment dictates that employees must work for 160 hours per month and anything above these hours should be treated as overtime.

The PSA wrote a letter to the HOD, demanding that members must work in accordance with their contract of employment. Should the Department not comply with the demand by 17 September 2019, the PSA will have no option but to advise members to work as per their contracts of employment, which is the basis of the relationship between the employer and employee. The interests of workers will always be at the centre of the PSA agenda and any abuse will be opposed.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER