

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF HEALTH (NDoH)

05-07-2019

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

### Transfer: Port Health Services

This relates to the transfer of the relevant provincial employees to the Department in September 2015 and outstanding payments from various provinces prior to this concerning overtime, shift allowances, performance incentives, etc. A report was tabled in March 2019 and circulated to members for inputs. None were received. Labour acknowledged that even though no additional inputs were presented, it still required the employer to provide progress on the issues identified in the report. Only once this has been concluded, the item can be removed. The employer agreed to provide an updated report in the next meeting.

### Performance assessments: 2017/18 cycle

The employer confirmed that the process was concluded, and payments are done. Labour noted the response but indicated that it was still awaiting a final report as per the usual practice reflecting the statistics and percentages paid, etc. before the item can be removed. The employer agreed to provide a report before the next meeting.

### Integrated Performance Management and Development System (IPMDS) Policy

Members are aware that the OHS situation delayed the implementation of the revised policy and training of employees in this regard. The employer confirmed in March 2019 that the Department of Public Service and Administration approved deferral of the implementation of the new policy to the 2019/20 cycle. The old policy therefore applies for the 2018/19-cycle which closed on 31 March 2019.

The employer indicated that it is securing an outside venue for the awareness and training of employees on the new policy. Such training must happen during July 2019 as employees have to submit performance agreements for the current cycle by no later than 1 August 2019. Members are urged to participate in the training and to ensure that performance agreements are finalised in August 2019 as the absence of performance agreements will result in them not being eligible for pay progression and/or performance incentives.

Ivan Fredericks  
GENERAL MANAGER