

FOR PSA MEMBERS: NATIONAL DEPARTMENT OF HEALTH (DOH)

27-09-2019

Feedback: 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 concerning overtime, shift allowance, performance incentives etc. Once the employer presents a report confirming all payments were done, the item will be removed.

Performance Management and Development System (PMDS) Policy

The occupational health and safety (OHS) situation at Civitas delayed implementation and training of employees on the approved, revised policy. Employees only received training in July and August. Employees were subsequently instructed to submit performance agreements for the 2019/2020 cycle, by end of August. As the situation at Civitas has not yet normalized, labour requested that the deadline be extended to at least end of September and that external facilities be made available to assist members. In addition, labour raised a concern about the lack of operational plans of managers which informs the performance agreements of employees. Managers also allegedly did not attend training and can therefore not provide guidance to employees. The employer will investigate and respond in a special DBC.

PMDS 2017/18 cycle

The employer presented a report confirming that the process was concluded except for 143 outstanding cases. Labour asked for a report confirming that the outstanding cases were since finalised and how the employer dealt with 5 cases of poor performance. The employer will respond on these two issues in the next meeting.

PMDS 2018/19 cycle

The cycle closed on 31 March. Due to the OHS situation at Civitas during this cycle, employees were working from the foyer through no fault on their part. This could have resulted in employees not being fully compliant with the provisions of the PMDS.

During a special DBC in August, PSA tabled a demand that the employer should, irrespective of possible non-compliance, approve pay progression for all employees not yet on the maximum of their salary levels. Performance incentives should also be paid to employees who complied with the applicable prescripts/criteria in this regard. The employer is still awaiting a mandate from its principals.

Matters and processes related to the move from Civitas

The Department decided to vacate Civitas as a solution to the OHS challenges. A process is underway to secure alternative accommodation but the deadline for relocation is apparently only next year. The long timeframe prompted PSA to table certain demands during the special DBC in August, to address interim issues. Members were informed of this in a previous Informus which can be obtained from the PSA website www.psa.co.za . The employer is still awaiting a mandate from its principals.

Members will be kept informed of the developments.

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GENERAL MANAGER