

FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC) - LIMPOPO

09-09-2019

Feedback: PHSDSBC Limpopo

Filling of vacant, funded posts

The employer circulated Circular 53 of 2019 advertising posts and presented the project plan to fill these posts. All applications should be registered by 12 September. Shortlisting will take place from 16 to 20 September and interviews will be done in October. Successful candidates to start in November 2019.

Non-compliance with working hours, including lunch

The PSA tabled the matter owing to the employer's failure to interpret sections 11 and 14 of the *Basic Conditions of Employment Act (BCEA)*, insisting that members are not complying with 40 hours per week as stated in the *BCEA*. After deliberation, the employer undertook to investigate and report in the next meeting.

Problems faced by Social Workers: Various Social Development institutions

Members will recall that after the PSA tabled the matter, R17million was set aside to procure the working tools but this was inadequate. An additional R8 million was granted to assist in procuring the working tools. The employer is still busy with the procurement process and a progress report will be presented in the next meeting.

24-Hour service in clinics: Task team monitoring

The task team, including the PSA, reported that a new template to monitor compliance of the policy in each clinic was developed. The template will assist in ensuring compliance with the 24-hour policy before becoming operational.

Draft Agreement: Averaging of working hours for Emergency Medical Services (EMS) shift workers

The employer presented a draft agreement that will make employees to work 173 hours per month as compared to 160 in terms of their contract of employment. The agreement will be subjected to a mandating process as per the PSA Policy.

Non-supply of resources: Health institutions

The PSA tabled the matter after discovering a dire shortage of kitchen equipment in most hospitals. The employer requested the PSA to provide a list of affected institutions. **Members as requested to send names of affected hospitals to queen.seema@psa.co.za by 20 September 2019.**

Ivan Fredericks
GENERAL MANAGER