

INFORMUS



FOR PSA MEMBERS: KWAZULU-NATAL PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING CHAMBER (PHSDSBC)

24-06-2019

Feedback: KwaZulu-Natal PHSDSBC Meeting – 13 June 2019

Ceza/Thulasizwe Complexing

The PSA indicated that, contrary to what the employer had indicated, consultation had not taken place. It was resolved that a task team meeting will be held on 5 July 2019.

Non-compliance: 72-hours assessment period for mental health patients - Policy

The employer circulated an updated progress report. The next task team meeting will take place on 5 July 2019.

Payment: Back pay for Nurses after bridging and on completion of Post-Basic Courses

The PSA is to submit the names of institutions that had not yet implemented the payments, together with a consolidated list of members who were omitted from the previous list. This includes Professional Nurses who qualified before HRM Circular No 13/2017.

Access for disabled people in workplace

The employer circulated a report indicating that, based on the assessment of buildings, only 61% of the institutions are accessible. Infrastructure will provide regular updates.

Taking of Blood by Nurses

The employer will meet with the SANC and will provide feedback at a special Chamber meeting in July 2019.

Job evaluation: Mortuary Assistant/Tradesman Aid/Food-Service Aid posts

The DPSA is coordinating the job evaluation of these post classes. Once the results are made available, the employer will send out a formal *communiqué* to all institutions.

Unpaid backpay for OSD Specialty

Approval was obtained from the Acting Head of Health for the backpay of Nurses with effect from 1 July 2007 in respect of OSD cases dealt with by the OSD-task team. Institutions have been advised to proceed with the translation of Nurses who were identified, provided funds are available. The PSA will continue to represent members who are not identified by the employer, using applicable dispute mechanisms to deal with the unpaid backpay.

Mobile clinics: Tracker system

The employer will utilise the Ethekwini Municipality approved tender, providing the existing contract meets its specifications. The tracker system should be installed by 1 September 2019.

Job evaluation: Network Controllers

The employer reported that the job description and job evaluation still need to be done. In future, employees with ICT qualifications will report to Districts (fault finding) and those with no qualifications will remain in their institutions and report to the Head Office. The proposal from the Head of ICT will be consulted with the PSA once approved. The employer will provide an update at the next Chamber meeting.

Outstanding overtime payments: Gale Street Mortuary

The District is dealing with the verifications of claims submitted as 40% of the claims had discrepancies. The task team will be tasked with finalising this matter.

Outstanding overtime payments: EMS Ilembe District

Compulsory overtime payments could not be paid on Persal owing to the 30% threshold. The matter is now with the Acting CFO for finalising payment.

General Orderlies: Contract Workers

The PSA demanded that General Orderlies, employed with extended contracts, be appointed permanently with full benefits. The employer indicated that this matter is with the Labour Court but was willing to engage the PSA in a bi-lateral meeting.

Nurses translations in terms of HRM Circular 77/2018

The PSA is of the view that the preference of first translating Nurses who studied through the department, versus those who studied privately, constitutes unfair discrimination. The employer disagreed, indicating that it had an obligation to translate those who had been trained by the department first, and that it will not discuss the matter further. The PSA will explore other means to address this anomaly.

Clinics: Unilateral amendments to terms and conditions of employment

The PSA pointed out that in some clinics the working hours for non-shift workers had changed, as members have been compelled to start work at 05:00 and knock off at 19:00. The employer indicated that there was consultation and that all members were working the required eight hours per day. The employer indicated that it had no mandate to stop this process but will investigate the Clinics that PSA identifies.

Hlengisizwe CHC: Resumption of 24-hour facility

The PSA reported that the CHC had unilaterally implemented a 24-hour facility, compelling members to work at night. Furthermore, there were serious security challenges at night. The PSA is now addressing these concerns in bi-lateral meetings with the employer.

Ivan Fredericks
GENERAL MANAGER