

Update: Special PHSDSBC Chamber meeting

Finalisation of performance assessments: 2018/19 and 2019/2020 PDMS cycle

Members will recall that the Department of Health issued a circular (No 11 of 2020) wherein it reported that the process of implementation of performance rewards for 2018/19 and 2019/20 would have been finalised before the end of the financial year in March 2020 of the PMDS cycle. Owing to COVID-19 the process remains incomplete.

Labour expressed disappointment with the employer dragging its feet to complete the performance rewards implementation despite the DPSA directive having been issued long ago. The employer proposed that the capturing date of 14 December 2020, subject to primary moderations being finalised.

Community Health Workers (CHWs) contracts

Members will recall that the PSA took up their concerns up with the Department regarding changes to salaries, working hours, non-renewal of contracts owing to criminal records and job titles. The Department confirmed that a meeting has been scheduled with the national delegations of Health and relevant stakeholders to provide guidance and assistance to the terms and conditions of CHWs. Members are reminded that the PSA will still proceed with the dispute on non-compliance with CHWs collective agreement as referred to Council.

Grade progression: Medical Officers, Nurses, Community Development Practitioners and Pharmacists

The Department of Health reported that approval has been granted for the implementation grade progression for the above-mentioned categories and is currently being implemented for officials who met the criteria for eligibility for grade progression.

OSD Implementation Task Team report

The Chamber resolved to disband the task team since it failed to convene and report its mandate to the Chamber. The Department will report to the Chamber on the implementation of the OSD Resolution.

Recruitment and Overtime Policies

Labour rejected the adoptions of these policies as there was no proper consultation. A multi-lateral is to be convened on 12 November 2020 to discuss these policies and other related issues.

Members will be informed of developments.

GENERAL MANAGER