

## Non-compliance with PHSDSBC Resolutions 4/2019

### WF Knobel Hospital

The PSA was shocked by the attitude of the CEO, when he refused to grant the PSA access to the workplace, on the basis that the PSA direct their request to the office of the HOD. The PSA views this matter in serious light and will immediately engage the Office of the HOD and District Executive Manager to resolve this matter. We have observed the attitude of the management at the hospital to constantly disregard the existence of the Union, something that was also picked by the Public Protector during her visit.

Clause 5, of Resolution 4/2019 provides that unions must notify the employer in writing of all meetings to be held at least three days prior to the meeting, wherein the employer will provide the necessary authorisation within 24 hours. All arrangements regarding access will be dealt with by the HR/LR Component in the department/ Hospital/ Clinic or any other applicable institution so it is illogical for the CEO to refer the same to the HOD.

### Polokwane Hospital

The PSA was alerted that the employer is refusing to grant shop stewards leave for trade union activities despite compliance with the provision of the Resolutions. This refusal makes it impossible for the shop stewards to perform their work which is tantamount to denial of organisational rights. The PSA will engage with the HOD to ensure that the objective of the Resolution is realised. There is no room for employer hostility, as there must be an endeavor to advance labour peace and the democratization of the workplace, as per the *Labour Relations Act*. It is unacceptable to have CEOs that are intimidating and silencing the shop stewards after more than 20 years of promulgation of the *LRA*.

**Members are advised that trade unions will be allowed to hold one (1) general meeting per month, which will consist of lunchtime plus a further 45 minutes, which may be extended on request by the employer before the meeting.**

Members will be kept updated

GENERAL MANAGER