

INFORMUS



FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

17-12-2020

Circular 43 of 2020

Members will recall that the employer unilaterally issued the above-mentioned circular to which labour objected as it changed the conditions of employment for members. Upon several engagements with the employer, it became clear that it was not willing to withdraw the circular to allow meaningful engagement with labour. Subsequently, labour declared a dispute where the matter was set down for conciliation on 7 December 2020 at 18 College Street, Polokwane.

Labour demanded the unconditional withdrawal of Circular 43 of 2020 owing to non-consultation that resulted in unilateral changes in terms and conditions of employment. It remains the view of labour that these unilateral changes compromise service delivery while putting the lives of the people in Limpopo at risk owing to the unavailability of health-care workers and support personnel in hospitals and clinics to render basic and critical healthcare services.

As expected, the employer representative attended the conciliation without a mandate, which makes a mockery of the process. The Commissioner thus had no option but to issue a non-resolution certificate, paving the way for referring the matter for arbitration. The employer posture perpetuates a culture of arrogance, disrespect for labour and a disregard for dispute resolution mechanisms. The HOD has demonstrated that she does not care about the wellbeing of employees, which has the potential to create instability and hostility in the workplace that is unfortunate. The failure to consult with labour, issuance of unilateral circulars, and suspension of shop stewards, amongst others, show the kind of employer labour must deal with.

Members will be informed of developments.

GENERAL MANAGER