

What's happening in die Department of Health?

Transfer: Port Health Services

This relates to the transfer of provincial employees to the National Department of Health in September 2015 and outstanding payments due to employees in respect of various issues. The employer committed to present a final report confirming that all payments were done. Owing to the responsible employees not being available, the report remains outstanding and the item was deferred again.

Performance Management and Development System (PMDS)

2017/18 cycle: The employer previously presented a report confirming that the process was concluded, and payments effected, except for 142 outstanding cases. The employer committed to provide a report indicating the number of cases per Branch and the reasons for non-compliance. The report was presented with a breakdown per Branch, but reasons were not presented. Labour demanded that the reasons be provided. The issue of poor performers should also be included.

2018/19 cycle: Members were informed of the demand tabled by the PSA in August for employees to be paid pay progressions where applicable, irrespective of non-compliance with the PMDS prescripts for this cycle, since it was not their fault but owing to the occupational health and safety situation at Civitas. Members were also informed that labour was left with no option but to declare a mutual interest dispute. The referral to the PHSDSBC was done in January and conciliation is scheduled for 3 March 2020. If the matter remains unresolved, a certificate will be issued enabling members to embark on industrial action.

2019/20 cycle: Employees have been trained on the aligned/revised policy that was implemented on 1 April 2019. After the training in August, employees were instructed to submit performance agreements (PA) by end of September but various challenges contributed to non-compliance by employees. The employer now reported that about 40% of employees have concluded PAs. The technical expert was not available to consult with labour and labour therefore demanded that the process be suspended subject to engagement with the relevant official. The matter stands over to the next Chamber.

Matters and processes related to the move from Civitas

Members were informed of the PSA's demand for the employer to secure interim alternative accommodation pending a decision to either relocate to another building or renovate Civitas. The employer indicated that it is still consolidating its mandate.

Non-compliance with OHS: Forensic Laboratories

Labour presented the employer with a list of issues last year. The employer acknowledged receipt but indicated that it will only be meeting affected employees in February. A progress report will be presented in the next Chamber.

Non-compliance: Operational Security uniform

A policy was consulted and adopted in 2016 but ever since employees have not been provided with uniforms. The PSA requested the urgent establishment of a Uniform Committee in accordance with the policy to consult employees on the kinds and types of uniform items. The employer noted it and will respond in the next Chamber.

Reimbursement due to failure to provide Operational Security uniforms

The employer failed to provide uniforms to Operational Security Personnel since 2016. Members demanded a reimbursement of R15 000 per annum, retrospectively from 2016, which amount should be increased by the annual inflation rate. The amount of R15 000 is based on the last amount spent on the procurement of a uniform per security employee. The employer noted it and will respond in the next Chamber.

Members will be informed of developments.

GENERAL MANAGER