

INFORMUS



FOR PSA MEMBERS: NORTHERN CAPE: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)

11-09-2020

Northern Cape: Public Health and Social Development Sectoral Bargaining Council

Members have been kept informed of developments through previous editions of the Informus (copies can be obtained from the PSA's website (www.psa.co.za) or from the PSA Provincial Office. The Northern Cape PHSDSBC chamber held a virtual meeting on 10 September 2020.

The following are agenda points that were discussed:

Security at Health Institutions in the Province

In the previous sitting of chamber, Labour demanded that the Employer provide proof of submissions it contended the HOD did not approve. It was pointed out that whilst the submissions which sought to address most of the security concerns in the Province was not signed by the HOD, it was because these submissions had never reached the HOD at all. Labour found this to be misleading and void of good faith bargaining and resolved that the Employer revert to Labour by 25 September 2020 with reasons for the misleading of facts and an outline of how the security inadequacies will be addressed.

Occupational Health and Safety / COVID-19

The Employer was requested to submit a detailed report on 20 specific points related to OHS and COVID-19 imperatives. As usual employer failed to submit and Labour rejected a haphazard and outdated report. During the sitting of 10 September employer submitted a report which sought to address the following as requested by Labour:

1. Defects of building structures at each facility
2. State of Ablution Facilities
3. Water Shortages and challenges
4. Position of Ventilation at each workplace ito COVID-19 imperatives
5. Report on entrances to buildings limited to only one
6. Appointment of COVID-19 Compliance Officers at each workplace, a name list is required
7. State of OHS Committees and name lists of members
8. List of PPE Stock report for each workplace
9. Employer to indicate whether risk assessments are done for each workplace and challenges with COVID-19
10. State of fire extinguishers and shortcomings
11. Evacuation Plan ito fire outbreak
12. List of officials trained on COVID-19 guidelines

13. List of training presented to all cleaners on deep cleaning
14. List of all officials trained on Screening
15. List of all Thermometers issued to each facility or workplace
16. List of identified Isolation units at each workplace
17. List of appointed Sherq/ OHS / First Aiders at each workplace
18. Present status quo on First Aid kits for each workplace
19. Employer to provide statistics on training of all OHS representatives.
20. Employer to present statistics on shortcomings regarding Security at each workplace.

Labour noted the report and that it was incomplete and inadequate as it did not address the concerns as outlined above. The Employer committed to provide a complete report by 25 September 2020. It is imperative to note that from the reports the dire structural defects of both Social Development and Health facilities is a huge concern.

2016/2017 and 2017/2018 Performance Management and Development System

The PMDS reports gave Labour a good view of the stance of payments made in both cash bonuses and pay progressions and has further requested that 2018/2019 be addressed at the next sitting of 27 November 2020.

De-linking of Housing Allowances for Spouses

It was requested that the Employer provide statistics on the Implementation of PSCBC Resolution 1 of 2018 especially for employees on salary level 1 to 5. On the backdrop of this missing information the Employer committed to providing a complete report on the implementation of this agreement for all salary levels that qualify to date.

PSA has further submitted for discussion the following agenda items which at this sitting could not be dealt with due to time constraints:

- Delegation of financial authority to Namaqualand District Office for filling of Non-Clinical posts
- Delay in filling of posts in Namaqualand
- Human Resources Plan for Health in Northern Cape
- Non-existence of Oversight Committee on OHS and Covid-19.

The Employer is requested to provide responsive reports to these agenda items as per motivation by PSA and its problem statement. Members will be kept informed of developments.

For any queries, requests or complaints related to above agenda items members can contact PSA's Russle Bindeman on 0828837563

GENERAL MANAGER