

Update: Gauteng Department of Health

Issues related to PMDS, including its impact on Sizwe Tropical Hospital, were discussed extensively at multilateral meetings, including strategic level meetings with the MEC, Ms Nomathemba Mokgethi. This was done in an effort to seek a solution that will solve all issues around PMDS. The PSA committed to write the letter to the newly appointed acting HOD, Dr Sibongile Zungu, whom the PSA has welcomed warmly, to urgently attend to the situation at Sizwe Hospital to resolve the PMDS impasse. During the Health multilateral held on 30 June 2021, the following matters were discussed:

Performance Management and Development System (PMDS) 2019/20

The PSA raised concerns relating to PMDS, which resulted in a conflict at Sizwe Tropical Hospital. The PSA placed on record that it viewed as unfair, a situation where employees were expected to produce evidence during performance review, especially because employees were not trained prior to entering into PMDS contracts on the expectation. The employer presented a list of all institutions with their PMDS total grievances and the total number of resolved grievances. The employer reported that it will attend to the matter at Sizwe Hospital within 14 days to resolve issues and also promised to look into other institutions where grievances relating to PMDS are not yet resolved. The employer further reported that calculations for pay progression were made and loaded on the system and that Human Resource is waiting for approval from the Head of Department for pay progression payment to be processed. The employer promised that it will communicate to the PSA in writing before 9 July 2021 on payment status.

Correct placement of PNA5 (Operational Managers) doing PNA7 duties while employed as permanent night supervisors

The employer presented a progress report on ensuring that Operational Managers employed on permanent night duty working as PNA7 are remunerated accordingly. The report states that the motivation to create PNA7 positions for all Operational Managers on permanent night duty was submitted and supported by next level of management, which was recommended. The process is awaiting two stages, which is the final decision by the Head of Department on creation of such posts and finally that being pronounced. The employer promised to give a progress report in the next multilateral.

Implementation; Resolution 1/2009 - Social Workers grade progression

The employer reported to the meeting the full outcome of the audit of all Social Workers and Auxiliary Social workers employed by the Department of Health qualifying and not qualifying for grade progression. The 25 Social Workers, where only two are qualifying for grade progression and their documents, are being processed for implementation. The remaining employees have outstanding issues such as auditing

of their documents that is ongoing. Others were still to finalise their PMDS, others will only qualify in the next year and/or two years for grade progression and others were not qualifying. The employer promised to provide a progress report in the next multilateral meeting.

Draft policies

The employer presented the following four draft policies for consultation

- Draft picketing rules
- Draft Labour Relations policy and guidelines
- Draft Review of Overtime policy
- Draft Bursary policy

The PSA and the employer agreed that the PSA will submit written inputs by 30 July 2021 on behalf of its members to ensure that the rights of members are protected and upheld. Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER