

FOR PSA MEMBERS: **GAUTENG PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING CHAMBER (PHSDSBC)**

07-06-2022

Feedback: Gauteng PHSDSBC Chamber Meeting

Gauteng Department of Social Development organisational structure re-alignment

The Gauteng Department of Social Development reported that it wishes to re-align the Provincial Department's organisational structure to address the needs for services to the Gauteng community. The DSD is in a process of verification of the number of employees to be added on an organisational structure. Progress will be reported on the next Provincial multilateral meeting. The Department of Social Development is transparent on the process whilst the Gauteng Department of Health (GDoH) is facing serious challenges relating to a revision of the organisational structure. The PSA gave the GDoH an ultimatum to resolve all the issues within six months. It will report on progress monthly at Provincial multilateral meetings.

Gauteng Department of Health (GDoH) organisational structure re-alignment

The GDoH reported that it wants to re-align the Provincial Office's organisational structure to improve service delivery. The proposed organisational structure is at the stage of approval at the Office of the Premier and the DPSA. The GDoH did not include the re-alignment of institutions during the proposed organisational redesign. The PSA disapproves this and demands the inclusion of other institutions of the GDoH. The reason is that the re-alignment of the Provincial Office organisational structure will not resolve the staff shortage at hospitals, clinics, EMS, Forensic Services, and District Health Services. Members will be updated on developments after the next Provincial Multilateral meeting.

Gauteng Department of Health (GDoH) Community Service Nurses unpaid salaries

Community Service Nurses informed the PSA that their salaries have not been paid for the last three months by the GDoH. The PSA challenged this unjust non-payment of salaries. The PSA demanded that Community Service Nurses are paid immediately. The GDoH committed to pay all outstanding salaries on or before 30 June 2022.

Outstanding EPMS performance bonuses 2019/20

The Gauteng Department of Social Development implemented pay progression for all its employees. The employer's report shows that it already paid more than 70% of outstanding performance bonuses. Developments on this agenda items will be shared at the next multilateral meeting. Meanwhile, the Department of Health has not finalised implementation of pay progression for the 2019/20-financial year

as most of PSA members have not been paid. The GDoH committed to send a circular to all Human Resource Managers to enforce implementation of pay progression and performance bonuses by 30 June 2022 in all institutions.

Security Services in-sourcing

The PSA demanded answers from the GDoH with regards to implementation of in-sourcing of Security Services as resolved in 2018. The employer committed to report on progress at the next multilateral meeting.

Registration renewal with Statutory Council

In terms of PHSDSBC Resolution 3/2019, the GDSD and GDoH must facilitate the renewal of statutory council fees such as the South African Nursing Council (SANC), Health Professions Council of South African (HPCSA), South African Council for Social Services Professions (SACSSP), etc. In 2021, both the GDoH and GDSD deducted renewal fees from members' salaries for payment of renewal of statutory council registrations. The GDoH and GDSD stated that those members who paid directly to their respective statutory councils to avoid deregistration would be reimbursed by these councils.

Early-Childhood Development (ECD) shift: Social Development to Basic Education

The Early-Childhood Development (ECD) Programme has shifted from the Department of Social Development to the Department of Basic Education. The deadline for this process was 31 March 2022. With effect from 1 April 2022, all ECD services are rendered by the Department of Basic Education. Both Departments, in collaboration with each other, have conducted the distribution of posts, assets, and funds. All affected members have been consulted and they resumed their duties under the Department of Basic Education on 1 April 2022.

GENERAL MANAGER