

FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL  
BARGAINING COUNCIL - GAUTENG**

11-10-2022

## Feedback: PHSDSBC Chamber meeting

### Department of Social Development organisational structure

The Gauteng Department of Social Development reported that the draft organisational structure is pending finalisation. The Department of Health will consult with the PSA and other unions for inputs on the proposed organisational structure soon.

### Gauteng Department of Health organisational structure

The Gauteng Department of Health reported on the draft organisational structure of the Head Office and institutions. The project plan and service-delivery model have been submitted to the Office of the Premier. The structure was also submitted to the DPSA. Heads of institutions are ordered to provide their draft organisational plans. The PSA requested a copy of the draft organisational plan of the Department for input in the next Chamber meeting.

### Gauteng Department of Health security insourcing

The Department of Health in Gauteng has outsourced security services for a very long time. The PSA raised very serious concern at a provincial multilateral meeting, but the employer representatives have been stating that they have no mandate to insource security services. The PSA demanded that this matter be heard only at the level of the provincial Chamber and that a HOD or delegated authority should come to the Chamber and account for this matter. The DDG: Corporate Services for the Gauteng Department of Health attended the Chamber meeting and reported that the Department of Health has already decided to insource security services. The department does not have enough budget at the current moment. An insourcing pilot project will start in low-risk areas. The employer cautioned that there might be a small reduction in the number of security officers. The PSA rejects the report as the money already paid to private security on a monthly basis can pay twice the number of security officers on the field employed by private security companies. This matter will be discussed further at the next meeting.

### Gauteng Department of Health 2020/21 EPMDS

The Gauteng Department of Health has not yet implemented the payment of PMDS for the 2020/21-financial year. A costing process has been done at the provincial level. PMDS payments are awaiting approval by the Head of the Department. An exact date of payment will be communicated at a special Chamber meeting on 25 October 2022.

### **Gauteng Department of Social Development 2020/21 EPMDS**

The Department of Social Development has implemented payments of pay progression for qualifying employees. However, it has not finalised the payment of performance bonuses. The Department of Social Development is busy moderating the assessments for all those who performed above satisfaction.

### **Statutory deductions monitoring and implementing**

According to PHSDSBC Resolution 3/2019, the Department of Health and the Department of Social Development must ensure that statutory deductions are implemented for all employees who are required to register for the respective professional councils. Both Departments are due to submit their progress reports during the next Chamber meeting.

GENERAL MANAGER