

FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF HEALTH (GDOH)**

04-03-2022

Feedback: Gauteng DOH multilateral meeting

Monitoring: Institutional multilateral meetings

The GDOH has started an initiative to monitor whether all institutions of the Department are holding multilateral meetings monthly. It has been established that most of institutions are complying. Members are urged to report to the PSA's Johannesburg Provincial Office, through their shop stewards, if multilateral meetings are not sitting in their institutions on a monthly basis.

Introduction: New Information System (OHASIS)

The GDOH has introduced an Occupational Health and Safety Information System (OHASIS). Employees of the Department will be trained on the new system. In some institutions, the system is currently being installed and members are urged to make follow ups with their shop stewards to ensure training takes place.

Insourcing: Security Services

The PSA made recommendations to the employer to insource security services. Members are aware that security services in the Department is currently outsourced. In 2021, there was an undertaking by the Department at the Gauteng Provincial PHSDSBC Chamber to implement insourcing of security services at all institutions. To date, the Head of Department has failed to implement the insourcing of security officials. The PSA has escalated the matter to the office of the MEC for Health for urgent intervention. On 28 February 2022 during the special meeting with the MEC, the MEC indicated that the Department is busy reviewing the organisational structure to incorporate security personnel. Once the review of the organisational structure is finalized, the employer will consult the PSA and other unions before implementation.

EPMDS: 2019/20-financial year

Members are aware that the employer has delayed payment of pay progression and performance bonuses for the 2019/20-financial year. The employer promised to implement pay progression and performance bonuses by the end of December 2021 to all qualifying employees but, to date, these have not been implemented. The employer claims that it exhausted all funds for implementing pay progression and performance bonuses. The PSA demanded that the CFO and HOD should attend a special multilateral meeting and explain how are they going to resolve this issue. Members will be updated on the outcome of the discussions.

Monitoring and implementation: PHSDSBC Resolution 3/2019 (payment of statutory councils)

The employer is now required to facilitate the renewal of registration for statutory council fees in terms of PHSDSBC Resolution 3/2019. This applies to all professions in the Department of Health that are required to pay annual fees to renew registration with the statutory councils to be able to practice their Professions (e.g., Nurses, Doctors, Pharmacists, Social Workers, Engineers, etc.). The employer has deducted the fees from the salaries of staff in November and December 2021 to make payments to the respective statutory councils in January 2022. Members are advised to verify their registration status with their applicable statutory council.

GENERAL MANAGER