

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

24-05-2022

## Update: Northern Cape Provincial Bargaining Chamber PHSDSBC meeting

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](http://www.psa.co.za)) or from the PSA Provincial Office. The following are the only agenda items that were discussed and deliberated upon in a meeting on 18 May 2022:

### Occupational health and safety (OHS)

The employer was expected to provide a report on OHS holistically and was given a 20-point list in addition to all other factors in July 2020:

- Defects of building structures at each facility
- State of ablution facilities
- Water shortages and challenges
- Position of ventilation at each workplace to COVID-19 imperatives
- Report on entrances to buildings limited to only one
- Appointment of COVID-19 Compliance Officers at each workplace - a name list is required
- State of OHS Committees and name lists of members
- List of PPE stock report for each workplace
- Employer to indicate whether risk assessments are done for each workplace and challenges to COVID-19.
- State of fire extinguishers and shortcomings
- Evacuation plan in event of fire outbreak
- List of officials trained on COVID-19 guidelines
- List of training presented to all cleaners on deep cleaning
- List of all officials trained on screening
- List of all thermometers issued to each facility or workplace
- List of identified isolation units at each workplace
- List of appointed OHS/first aiders at each workplace
- Present *status quo* on first-aid kits for each workplace
- Employer to provide statistics on training of all OHS representatives
- Employer to present statistics on shortcomings regarding security at each workplace

The Employer did not address any of the issues on the 20 points above. It was evident from the reports they provided at the Chamber meeting. Labour rejected the reports and demanded that comprehensive reports on the above issues be presented during the next Chamber meeting, including all other factors under the broad scope of OHS.

### **Performance Management and Development System/Grade progression OSD**

Labour rejected the previously submitted reports as the employer continues to exclude labour from moderation processes. The employer needed to address its principals on re-doing the entire process as per labour's requests but still opted to present a report that fell short of important to-do items, including attendance registers. Labour rejected the reports with disdain and requested that the initial request be acceded to, Labour also offered to assist the departments with a checklist on criteria for reporting purposes.

### **Provision of tools of trade: Social Development**

The Department was expected to present a report on tools of trade for Social Services Professionals relating to cell phones, airtime, vehicles, furniture, and others. The report presented did not address the needs of employees as opposed to what the employer could readily provide. Labour rejected this report. The DSD had to opt for a cleaning up of the report and to provide such within 14 days.

### **South Africa COVID-19 vaccine roll-out strategy**

The employer had time from July 2021 to address the specific questions and was again reminded of this imperative in November of 2021. The specific questions were:

- Provide a detailed breakdown of job categories that will be prioritised in the first phase of the roll out.
- Whether the vaccine dose will be administered on a compulsory basis.
- Frontline workers who will be excluded from taking the vaccine.
- Are there/ were there any plans to inform and educate workers about the importance of this vaccine?
- The availability of staff needed to administer the vaccine.
- Training of staff needed to administer the vaccine.
- The role of labour in the vaccine roll out.

Both departments dismally failed to provide a report addressing these imperative questions to Council. Labour, out of sheer disappointment, refused to grant the employer an opportunity to craft another report and wanted it to be noted that again the employer had failed to adhere to Chamber resolutions.

### **Security at Health and Social Development institutions in Province**

This matter was kept on the agenda from the February Chamber meeting. It has been a high-priority agenda item owing to the following:

- There is insufficient security at the institutions at large.
- Security companies utilised are delivering an undervalued service given the astronomical amounts paid to these companies each month.

The Department of Health again presented a copy-and-paste report from the February meeting. It could not be explained why many clinics does not have security personnel at all. The Department of Social Development made improvements on its report during the February chamber but shockingly could not explain why five security companies are kept on a month-to-month retainer when their contract expired in 2019.

Labour had demanded to be provided with the contracts of both Departments on 18 May 2022. However, on 18 May 2022, the employer refused to provide labour with the contracts, citing reasons related to the *POPIA*, despite having agreed to do so in the February meeting. Labour raised concerns that a company Defensor Close Cooperation's contract was not terminated after expiry but the bidding process for a new security service provider was halted, to which the employer could not give a rational response. The employer hid behind the *POPIA* in refusing to provide crucial information regarding the contracts of security in the Province.

The PSA calls on the respective HODs to address labour on this matter. The employer continues to render this Chamber dysfunctional, given its stance regarding the reports alluded to above. Labour will request a special Chamber meeting wherein the presence of the HODs is expected to address the security services and all the above listed issues.

Members will be informed of developments.

GENERAL MANAGER