

FOR PSA MEMBERS: **NATIONAL DEPARTMENT OF HEALTH (NDOH)**

29-07-2022

Feedback: Special Departmental Bargaining Chamber Meeting - 26 July 2022

Review: Current organisational structure

The meeting was convened at the request of the employer to table the item pertaining to restructuring or to review the current organisational structure. The employer indicated that the process commenced in 2018 where the proposed structure was discussed and approved at EXCO level and was further sent to the DPSA for concurrence. The rationale for review was preparation and alignment with the *National Health Insurance Bill*, which is currently under discussion in parliament after conclusion of business case in October 2020. The Department could not get concurrence on the structure, particularly on the number of additional positions. The DPSA also indicated that the Department was too overloaded in the administration/support services, hence no additional administrative positions were supported. The employer further reported that it received 2022/23-funding for R740.24 million with a total workforce of 1 242 employees. Program 2 of the NHI was revised and most posts were donor-funded after Port Health Services will be moved to the Border Management Agency (BMA). Further, the Department has identified and set aside R41 million, which will be utilised for priority posts and recruitment processes are underway although it is struggling to fill SMS posts.

Subsequently, Program 2 of which the focus will be NHI, has advertised additional posts for provision of technical support on a five-year contract. The employer is targeting to fill the positions by December 2022. Four new Chief Directorates have been created and consultations are underway with affected employees. The Department indicated that it will no longer appoint cleaners as it will outsource the services.

Labour was perturbed about the developments and the report by the employer regarding the implementation of the new structure and consultation with employees without union representatives. It was subsequently proposed that a task team be established with clear terms of reference, implementation, and consultation with individual employees be halted. Further, labour requested to be given 14 days to conclude consultation with their members. Members experiencing problems with this matter are advised to consult their shop stewards.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact a PSA Provincial Offices.

GENERAL MANAGER