



**INFORMUS**

SINCE 1920  
SERVICE EXCELLENCE

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

01-11-2022

## Update: Gauteng Special PHSDSBC Chamber

### **Commitment to pay 2020/21-pay progression and performance bonuses**

The PSA has been continuously raising concerns regarding the Gauteng Department of Health's delay in the implementation of pay progression and performance bonuses for qualifying members. The matter was escalated to Provincial Chamber as the matter has reached deadlock internally. The Gauteng Department of Health committed itself to pay for performance bonuses to all qualifying members by the end of December 2022.

### **Security insourcing**

The Gauteng Department of Health undertook to insource security officials. The Department also undertook to establish a task team to systematically implement security insourcing so that security officers will be permanently employed by the Gauteng Department of Health. The task team will comprise of management, the PSA, and other unions. Terms of reference of the task team will be finalised by 10 November 2022 and the task team will be meeting at least twice a month for a duration of six months. All activities of the task team will be reported to the Provincial Chamber for monitoring and eventually implementation of security insourcing.

### **Enrolled Nurses performing Professional Nurses duties**

The PSA raised an issue of Enrolled Nurses performing Professional Nurses' duties without being compensated for performing those duties. The employer admitted that this arrangement is irregular and unlawful. The employer indicated that all those who do not have Professional Nurses qualifications must desist from performing Professional Nurses duties. Those who have Professional Nurse qualifications but are not appointed as Professional Nurses must be compensated as such when they are made to perform duties of Professional Nurses. Members who are made to perform duties that are not in line with their job title and without being compensated accordingly, must contact the PSA Provincial Office for assistance.

GENERAL MANAGER