

FOR PSA MEMBERS: FREE STATE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING CHAMBER (PHSDSBC)

30-05-2023

Feedback: Free State PHSDSBC meeting – 26 May 2022

Progress: Appointment and payment - Community Health Workers

Members will recall that in the previous Chamber meeting labour raised concerns about appointments, non-payment of stipends for Community Health Workers and, in some instances, late payments. The employer reported that appointments for Thabo Mofutsanyane, Lejweleputswa, Xariep, Fezile Dabi, and Mangaung districts have been captured and finalised. It was also reported that delays in payments of stipends could be caused by the server collapsing owing to loadshedding. However, the employer reported progress in finalising payments. Members who are not paid their stipend are advised to report this to the PSA for assistance.

Performance Management Development System (PMDS) 2019/20 and 2020/21

The employer reported that all payments for the 2019/20-PMDS cycle were made and if there were cases of individuals that were omitted, it requested that labour should submit such names. Labour undertook to provide name lists in this regard. Members who have not been paid their pay progression for the said period are urged to provide their names.

DPSA Circular 1/2019: Notice of reduction in percentage for payment of performance bonuses

The employer presented DPSA *Circular 1/2019* and reported that cognisance must be taken in that payment of cash bonuses has been abolished in terms of the said Circular. No employees would be receiving cash bonuses for the 2021/22 cycle going forward. Labour was not impressed with this view and reminded the employer that the word “abolishment” was not mentioned in the Circular and, as a result, the employer’s report was misleading. According to the DPSA circular, post-2022 cycle, the remuneration budget is to be determined based on a comprehensive review of ALL PMDSs for ALL categories of employees.

Occupational health and safety (OHS) matters

Members will recall that in the previous meeting, labour raised concerns regarding the employer’s attitude when it comes to treating OHS issues seriously. Labour resolved that it would provide the employer with a list of all institutions for OHS oversight inspection. Members are advised to report any OHS issues to the PSA Provincial Office.

GENERAL MANAGER