

FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF HEALTH – EKURHULENI HEALTH DISTRICT**

18-07-2023

Feedback: Daveyton Main Clinic Bilateral Meeting – 5 July 2023

Members at Daveyton Main Clinic reported the concerns listed below to the PSA's Johannesburg Provincial office on 14 June 2023. The PSA wrote a letter to request a bilateral meeting on the same day. A bilateral meeting was eventually held on 5 July 2023. The following concerns were discussed:

PSA Members attacked in front of Security Personnels

PSA members at Daveyton Main Clinic reported that they were attacked by members of the public in front of security personnel. The employer indicated that they were not made aware of the attacks. It was resolved that members at Daveyton Clinic and in any institution within Ekurhuleni Health District should report incidents of attacks and security threats to the office of Chief Director through their shop stewards or the office of the PSA to the office of Chief Director within 24 hours. Each incident will be investigated and resolved within 24 hours.

Contingency Plan amidst Shortage of Diesel during Loadshedding

The PSA presented to the employer the challenges experienced by PSA members during load shedding since there is a challenge of a shortage of diesel during loadshedding. The employer stated that this challenge is a provincial issue. Contingency plans are being discussed at the district multilateral meetings. The PSA had previously not been represented at the Ekurhuleni Health District's multilateral meetings. It was resolved that the PSA will submit names of representatives to represent the interests of PSA members in the district. The PSA will consolidate and submit a list of representatives by 20 July 2023 so that they will represent the PSA at the next multilateral meeting scheduled for 25 July 2023.

Overtime Payment without undue Delay

The employer admitted that there has been a challenge with regards to the capturing of overtime claims within a reasonable period. The employer stated that attendance registers, pre-approvals, and duly completed claim forms are to be submitted to HR for capturing and approval before the 7th of every month.

Overtime Training at Institutions within Ekurhuleni District

An investigation has been conducted on this issue and it was established that one of the contributing factors is that members submit unduly completed claim forms and the refusal by some members to rectify overtime claim forms. It was resolved that HR in the district will identify a member of HR to assist with the capturing of overtime claims. HR has also committed to give training to PSA members throughout the Ekurhuleni Health District on processes to be followed when overtime claims are made. The training will start towards the end of July 2023 at Daveyton Main Clinic, and they will also be conducted in other institutions within the Ekurhuleni District.

Restrictions Rules to Access HR within Ekurhuleni District

The PSA raised a concern regarding members being restricted to access to HR. The rule of restricted access to HR was implemented without proper consultation with PSA members. The employer admitted that there was lack of consultation regarding the proposed implementation of this rule. The employer explained that this rule was implemented after they identified behavior of employees from other unions not reporting on duties while claiming that they were consulting with HR. The rule is as follows: Members must make arrangements with their supervisors/managers to obtain approval; normal HR inquiries without urgency are to be attended to from 2pm to 4pm on Monday to Friday; urgent inquiries are to be made through the respective supervisor/manager; telephonic inquiries are to be made Monday to Friday between 07H30 to 09H00 and e-mails to be sent directly to Mr. Mdunyelwa who is an HR Manager. It was resolved that a *circular* in this regard will be circulated to all employees within the District by the end of July 2023.

Monthly Staff Meetings had not been held at Institutions within Ekurhuleni District

The PSA raised a concern of staff meetings not being held within institutions of Ekurhuleni Health District. The employer admitted that monthly meetings were put on hold following the majority of stakeholders deployed to handle the measles crisis. The employer has restored monthly meetings in the month of July 2023 in the whole district.

Resolutions taken at the Bilateral Meeting

PSA members are urged to report to the PSA Johannesburg Provincial Office if the resolutions of this bilateral meeting are not adhered to by the employer.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to Katlego.Mooketsi@psa.co.za. PSA members who wish to make labour related inquiries must contact PSA Johannesburg Labour Relations Officer to mbusi.shibe@psa.co.za

GENERAL MANAGER