

FOR PSA MEMBERS: **DEPARTMENT OF HEALTH - KWAZULU-NATAL**

29-08-2023

Update: Developments at the KZN Public Health and Social Development Bargaining Council (PHSDBC) - Pharmacy Personnel

As was previously reported, the employer proposed the implementation of extended operating hours. A task team was formed to deal with the proposed strategy. The task team was disbanded on 17 August 2023. A report with recommendations was tabled for adoption at chamber level.

One of the recommendations was for pharmacy personnel to be allocated as shift workers across the board to bring about uniformity at all institutions of the KwaZulu-Natal Department of Health. The PSA strongly rejected this recommendation, as individual employees employed as non-shift workers, had not been consulted. Moreover, the PSA had previously assured members that their current terms and conditions of employment cannot unilaterally be amended by the employer. Compelling non-shift workers to work shifts is essentially a breach of the employment contract and an unlawful variation of said contract.

Although the task team consulted with pharmacy personnel in a group setting, individual consultation with the effected employees had not been done and any variation/unilateral amendment to terms and conditions of employment can only be done if the individual employee has consented to this. At a special chamber meeting, held on 25 August 2023, the employer presented a comparison list to highlight the benefits of a shift worker versus a non-shift worker. Copies of this document can be made available on request from members.

A further special chamber meeting will be convened (*proposed for 8 September 2023*) and pharmacy personnel (non-shift workers) need to give a mandate to the PSA.

In this regard, members should approach their local shop stewards or the following officials: Cynthia Mbali 0828808953; Xolani Dhlamini 0738139646 or Nkosephayo Zulu 0828808994 or submit to:

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