

FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL  
BARGAINING COUNCIL (PHSDSBC) – KWAZULU-NATAL**

27-10-2023

## Feedback: PHSDSBC Chamber meeting - 19 October 2023

The following items were discussed:

### **Nkonjeni and St Francis Hospitals complexing**

The employer reported that it has not yet met with traditional leaders for consultation on the issue of complexing.

### **Provincialisation of Cato Manor Community Health Centre (CHC) and extension of service hours**

The employer reported that on 10 October 2023 the task team met, and all four admitted unions were present. The task team agreed that its main mandate is to facilitate the decommissioning of Newtown A, a Community Health Centre, to a 24-hour clinic. The task team will be responsible for the following:

- Drive the process of decommissioning Newtown A CHC to a large 24-hour clinic.
- Ensure that staff from Newtown CHC are transferred through mutual engagements and agreements.
- Consult with all relevant structures and stakeholders, including the community that will be impacted by the process of decommissioning.
- Ensure that all assets related to health services delivery are well managed in line with provincial guidelines to prevent loss and damage.
- Facilitate management of finances in line with the *PFMA* and HR prescripts.

### **Relocation of staff from lower Umfolozi and Richards Bay offices to Umfolozi office (Mbonambi)**

The Department of Social Development in King Cetshwayo is responsible for serving 105 municipal wards from five Local Municipalities (Nkandla, Umthonjaneni, Umlalazi, Umhlathuze, and Mfolozi). Out of five local municipalities, Mfolozi Local Municipality has no dedicated office as services are provided by both Lower Umfolozi and Richards Bay Services Offices. This leads to service recipients travelling up to 80 km at a rate between R90 to R250 per return. The establishment of an office for Umfolozi Service Office was approved by the Executive Authority on 3 September 2023.

The task team met on 19 July 2023 to draft the Terms of Reference, which were endorsed by the Chamber. Labour and the employer met with affected employees for consultation and shared the vision of the establishment of the Umfolozi Service office and engaged on the implementation process on 10 October 2023. The task team agreed on the criteria to be used to identify employees to be relocated. Criteria option 1 was the invitation of interested employees. Criteria option 2 was those officials assigned to wards. The task team has requested extension until December 2023 to finalise its work.

### **Implementation of matching and placement of personnel as per organisational structure in Human Resources Chief Directorate at Department of Social Development Head office**

The task team has proposed 15 November 2023 to meet and to start its work.

### **Translation of Health Promoters post training**

The employer reported that all 13 Health Promoters who are in possession of degree qualifications in Health Promotion have been translated to salary level 7. According to the Department, no complaints were received related to the process on how interviews were conducted. The recruitment policy does not allow labour to participate in the selection process as observers.

### **Monitoring tool for provision of Psychosocial Support**

The employer reported that all institutions and district offices must recruit wellness practitioners. Financial wellness has proven to be a critical need for employees. The Department has prioritised this programme and has partnered with external stakeholders such as EDTEA consumer protection and education and ASISA Foundation (wage-wise). The reason it prefers these was that they focus on capacity building and solutions, rather than soliciting for product sale.

### **Provision of Uniform/Protective Clothing for Malaria Control employees/Malaria Surveillance Agency**

The employer reported that over the past years, the Department of Health under Malaria Control has been providing khaki uniform to officials. Since 2016, the programme started experiencing supply-chain challenges in relation to attracting enough service providers to respond to advertised tenders for procurement of khaki uniforms. During 2019 to 2022 this challenge became worse. On 5 October 2023, an email was sent to Head Office, requesting guidance on the proposed payment of the allowance, which was proposed by labour. The response was that the uniform allowance is paid to nurses only in terms of the Council agreement.

The next meeting will be on 8 December 2023. For more information, contact Mbongeni Mbanjwa on 082 880 8966 or [mbongeni.mbanjwa@psa.co.za](mailto:mbongeni.mbanjwa@psa.co.za).

Reuben Maleka  
GENERAL MANAGER