

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

29-09-2023

Feedback: Special PHSDSBC Limpopo Chamber meeting – 28 September 2023

Performance of overtime: Department of Health

Members will recall that it was previously reported that overtime performed in excess of 30% of 965 employees was verified and was due for payment to a total amount of some R3 974 782.34. The submission for approving the overtime was in progress and it was anticipated finalising payment on or before 30 September 2023. The employer reported that approval was granted and payment for affected employees is in progress.

Nurses off duties/Duty roster for Nurses

The employer made a presentation on the principles of a duty roster for nurses. Service delivery and sufficient and skilled staff, amongst others, must be taken into consideration whilst drafting the new roster. Further, operational managers have the duty to create the roster, which will be approved at institution level. The presentation outlining the principle is *attached* for easy reference. Labour raised several concerns that certain institutions already started to implement the new roster without consultation. The PSA further raised a concern that the presentation does indicate what prompted the sudden change, amongst others. The response from employer was that employees must be able to rest as they are currently overworked. Members are requested to submit inputs regarding the duty roster to patricia.matlhadisa@psa.co.za **on or before Monday, 9 October 2023**.

Cost-containment measures

Labour raised a concern regarding the letter that states that employees must work flexible hours, e.g., three or four days per week, and not affect service delivery. The employer responded that the letter is an internal process and does not affect employees and that *Departmental Circular 35 of 2023* was issued regarding cost-containment measures. The PSA cautioned the employer that the Department is an essential service and that some of the cost-containment measures will be impossible to achieve, e.g., employees who are required to travel 1 000 km, which will have a negative impact on workers with contracts and requires them to travel about 2 000 km per month. Further that the employer is not consistent in the implementation of such cost-containment measures. The employer responded that the circular clarifies the National Treasury instruction to implement. The PSA responded that the employer

must ensure that even though the directive is from National Treasury, it must not affect members negatively.

Members will be informed of developments.

Employees who wish to join the PSA can contact Paulina Moloto (082 880 8957), Lawrence Muvhango (082 880 8995) or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER