

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

22-06-2023

Feedback: PHSDSBC Chamber meeting - 15 June 2023

Implementation of normal grade progression: PHSDSBC Resolution 1/2009 (OSD for Social Service Professionals)

The employer reported that the Department of Social Department (DSD) reported that it has paid 211 employees for the financial year 2021/22 who qualified for grade progression, which cost the Department R9 760 928. Labour accepted the report and indicated that it will consult with members. Members who believe that they qualified and were not paid must submit their names to lucky.kganyago@psa.co.za on or **before 7 July 2023**.

Performance of overtime: Department of Health

The Department reported that the submission in this regard went to Treasury and still needed to be quantified per district. The total number of employees owed is 909 amounting to R3 million. Labour requested a document supporting a report by the employer. The report is to be submitted via the Chamber Secretary.

Centralisation of short-listings and interviews: All districts

Members are aware that the PSA objected to the centralisation of the recruitment process that had the potential of not only making Human Resources employees redundant but also causing an unnecessary financial burden to the employer. Subsequently, the HOD indicated that she will apply her mind to this matter. The employer reported that the decentralisation of the recruitment process is underway, and that recruitment will take place at districts for some positions. This led to labour requesting a detailed report on which positions will be decentralised. The employer will provide the report in the next meeting.

Safety of Forensic Pathology Officers (FPO) when executing duties

The employer reported that there is a Service Level Agreement (SLA) with the SA Police Service (SAPS) regarding the safety of employees and collection of bodies. The demand by labour that at least two employees must travel together was declined by the employer as it is not feasible considering the staff complement. The employer further argued that SAPS would normally be the first respondent and expected to be present when the FPO arrived, which would mitigate security concerns. Labour requested a copy of the SLA to determine if it addresses safety challenges. The employer agreed to provide the document through the Chamber Secretariat.

Backup power system in clinics

The maintenance section is still consolidating which generators are working. It is currently doing clinic visits to get a comprehensive report and the employer will provide a full report in the next meeting.

Members will be informed of developments.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / email lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / email paulina.moloto@psa.co.za.

GENERAL MANAGER