

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

12-12-2023

Update: Outsourcing of Pharmaceutical Depot and transfer of employees

The PSA was alerted by concerned and frustrated members that the Department has embarked on a process to outsource the Pharmaceutical Depot. The employer issued a memo through the Chief Director that no employee will lose their jobs and will be placed with the same depot to where it relocates. The situation has left many employees uncomfortable and worried about their employment status, despite the employer's undertaking as there is a lot of secrecy regarding this outsourcing. Government had committed to principles of *Batho Pele*, which include transparency and openness, but this secrecy magnifies the perception about corrupt activities.

It is on this basis that members requested the PSA's intervention and the matter was tabled at the Public Health and Social Development Sectoral Bargaining Chamber (PHSDSBC) where the PSA raised concerns with this process, which is tantamount to restructuring without consultation as the employer is already asking members to choose an institution to report to by April 2024. However, the employer disputed the PSA's position and indicated that consultation will ensue should there be a need for restructuring.

The PSA has participated in many consultations and negotiations regarding outsourcing and establishment of agencies, hence the concern about this process where the employer opted to go solo without engaging labour. Employees cannot be treated like furniture and simply be moved from one area to the other as they have responsibilities and families. It is important for them to have full understanding of how this move will affect them.

The PSA will explore other avenues to deal with this matter, which not only have a bearing on employees but will cost the state millions compared to the current monthly expenditure. The move can also make employees redundant and adversely affect their careers. There are many instances in outsourcing processes where employees saved their jobs but lost their careers and the PSA will not allow the same to happen under its watch. Members are urged to contact the PSA if the employer wants to engage on this matter and they should not sign any document without proper consultation at Chamber level.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER