

FOR PSA MEMBERS: **DEPARTMENT OF HEALTH - LIMPOPO**

18-10-2023

Victory for PSA in Limpopo

- An employee requested the intervention of the PSA after the employer failed to ensure that he concludes his performance agreement and induction since 2019. Since his appointment, he serviced 3 clinics in rural areas, and no one accepted responsibility to conclude a performance agreement with him. The PSA engaged with the Corporate Manager at the District Office as well as the sub-district manager to seek an urgent solution. Finally, upon pressure by the PSA, the employer was assigned a new supervisor who has since concluded performance agreements and was allowed to attend training as part of the personal development plan. Communication channels have been clearly discussed after 3 years of struggle.
- A Professional Nurse requested the PSA to assist her after the Attorney she had appointed in March 2018, dismally failed to force the Department to pay to her her outstanding rural allowance, and arrears on salary following an increase in her salary after having completed her bridging course in January 2013, qualifying her for appointment as a Professional Nurse. The PSA intervened and demanded that the District Office audit the rank and salary of the member and escalated the matter to the Provincial Office as no response was forthcoming from the District Office. After months of follow ups and engagement with the employer, the member received a payment of R23 485 *in lieu* of recognition of a higher qualification which has been outstanding since November 2017.
- A member appointed as a Clerk was recently served with a written warning following her alleged failure to submit her performance agreement to Human Resources by 31 March 2023. The effect of the employer's refusal to process performance agreements received after 31 March 2023 had the effect that she would not be considered for pay progression and it would affect her grade progression. The PSA intervened and determined that the employer had issued Circular 4 of 2023, which directed that performance agreements be concluded and submitted to Human Resources on or before 31 March 2023. The Circular sought to assist in ensuring quality control of performance agreements, allowing time for parties to make corrections in time for final submission by 30 April, in terms of the PMDS policy. The PSA maintained that the deadline of 31 March 2023, in terms of Circular 4 of 2023 does not supersede the provisions in the PMDS policy, that determines that all employees must enter and sign performance agreements before 30 April of the new cycle. The employer agreed to process her performance agreement and withdrew her written warning.

Members are advised to approach their PSA shop stewards in the workplace when experiencing unfair labour practices to enable speedy resolution of their problems. Where necessary, the shop stewards will escalate the matters to the provincial office.

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

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