

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

25-05-2023

Feedback: Special PHSDSBC Chamber meeting - 23 May 2023

The following matters were discussed:

Provision of Psychosocial Support for care of carers

The employer made a presentation that psychosocial support was done by both the Departments of Health and Social Development and that members from Health who need assistance or interventions on mental health, stress management, dealing with the loss of family members, burnout, managing personal financial stress, and debriefing must consult Social Workers placed at Capricorn District office, Vhembe District Office, and Emergency Medical Services (EMS). Members of Social Development must consult Social Workers in all the districts.

Rapid transfers of employees without giving reasonable time

The PSA received numerous complaints from members regarding transfer without giving members enough time to prepare for relocation. Members were expected to report to a new place of work from 1 April 2023 but were officially served with letters the last week of March 2023. The employer failed to plan for transport and accommodation until the PSA intervened. It was short notice for members to organise themselves. The Department noted and conceded that what it did was wrong and will never happen again.

Introduction of 24-hour services to Primary Health Care facilities

The PSA raised a concern regarding the “new” policy, which forces members to render 24-hour services without meeting the required staff complement in the clinic. The employer responded that there is no new policy besides the one concluded in 2016. Members are advised that the policy in use with the required staff to render 24-hour services is still the old one. It is the PSA’s view that the policy is due for review. Members are advised to guard against managers who are not complying with the 24-hour policy.

Draft Policy: Recognition of Prior Learning (RPL)

The employer made a presentation of the draft policy (*attached*) by the Nursing Education Directorate. Members are requested to submit inputs by **7 June 2023** to kate.mamabolo@psa.co.za or call 082 880 2937 for any clarification.

GENERAL MANAGER