

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

25-08-2023

Feedback: PHSDSBC Chamber meeting - 24 August 2023

Implementation: Normal grade progression - PHSDSBC Resolution 1/2009

Members will recall the Department of Social Department (DSD) recently reported that it has grade progressed employees who qualified in the 2021/22-financial year. Members who believe that they qualified but were not paid, must submit their names to lucky.kganyago@psa.co.za.

Performance of overtime: Department of Health

The employer reported that overtime worked by 965 employees has been verified and is due for payment of a total amount of someR3 974 782.34. The employer indicated that the submission for approving the overtime remuneration is in progress and the employer envisaged to finalise payments on or before 30 September 2023.

Continuous Professional Development (CPD): Emergency Medical Services Personnel

Labour previously requested that the employer benchmarks CPD with other provinces. Labour was tasked with obtaining information on how other provinces implement CPD and has yet to obtain information necessary to engage meaningfully with the employer.

Implementation: Resolution 3/2019 - Social Development

The task team reported that the employer had deducted statutory registration fees from 1 750 employees in the social services profession and from 32 nurses for 2023, and that no employee was left out. Amendments will be made to the task team report, which includes the understanding between parties that if the employer is found to have delayed making payments to statutory councils, the employer will be held accountable for penalties. A report will be provided in the next meeting.

Centralisation of shortlisting and interviews

Members will recall 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. It was reported that the HOD has considered labour's concerns and will accede to the request, taking into consideration the nature and level of the post. The filling of recent EPWP and vacancies in Malaria Directorate was decentralised.

Safety of Forensic Pathology Officers in executing duties

The service level agreement with SAPS regarding ensuring the safety of employees and collection of bodies was shared with labour as per the employer undertaking. Labour will study the document and comment in the next meeting.

Changing EMS personnel scope of operation by extending geographical area of work

An operational communication was issued in December 2022 that sought to ensure that EMS personnel attend to all emergencies, even if such emergencies occur outside their geographical area of work. The employer's contention was that EMS personnel were refusing to attend to incidents that occurred outside their geographical area of work and needed to make the point clear that all emergencies should be attended to. Labour was concerned that the communication gave management an opportunity to abuse the system to deploy EMS personnel for the benefit of friends or family. Labour will now make proposals on how the communication should be amended in the next meeting.

Provision of psychological support for care of carers

The Chamber is waiting for Council to respond to the Chamber's submission. Labour requested the employer to provide details of officials responsible for providing psychological assistance in the various EWP offices.

Back-up power system in clinics and hospitals

The employer reported that visits to clinics to determine which facilities needed backup systems, have yet to be concluded. The employer will provide a full report in the next meeting.

Non-provision of uniforms: EMS personnel

Labour was concerned that there was no policy regulating uniforms and that some employees last received a complete set of uniforms in 2020. The employer noted the submission and will report back in the next meeting.

Agenda items deferred to next meeting

The following agenda items were deferred to the next meeting:

- Collective agreement on arrangements of working hours/Compressed working week
- Succession plan framework 2030
- Draft recognition of prior learning policy
- New procedure to be followed by security guards not operating 24 hours
- Pregnant women in labour

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.

GENERAL MANAGER