

Feedback: Mpumalanga PHSDSBC Chamber meeting

The PHSDSBC Chamber meeting was held on 23 March 2023, and the following agenda items were discussed:

Translation policy

Labour was requested to submit inputs on the draft translation policy so that this matter can be finalised and adopted. However, the PSA is not in agreement with the employer as it has taken a stance that it can only translate members who have undergone training as Professional Nurses with effect from the date which it obtained the HOD's approval owing to budget constraints. The PSA is of the view that if the members pass during a particular financial year, HR officials need to submit their names and the required documents to the Provincial Office for consolidation and costing, so that when the employer makes budget inputs for the following financial year to Treasury, the employer can also include the qualifying members to be translated with effect from 1 April of that financial year. The employer is, however, of the view that the employer can alternatively translate when it has a vacant, funded post. Inputs should be sent to the Secretary of the Chamber before the special Chamber meeting on 13 April 2023.

Staff shortage

The employer presented its progress on the filling of critical posts and replacement posts. Labour expressed concern about the employer's slow pace in the execution of this task and requested it to look into the issue of recruitment submissions that are lost at the Provincial Office. Labour further requested the employer to adhere to its commitment of advertising posts bi-weekly to expedite recruitment processes and provide labour with proof of the bi-weekly advertisements of posts. The PSA will continue to monitor progress.

Employment contract: COVID-19 Nurses and Data Captures

Labour raised concern about the non-renewal of employment contracts for COVID-19 Nurses and Data capturers as these will end by the end of March 2023. The employer requested an opportunity to consult with its principals and revert to labour on 23 March 2023 on a virtual platform. The meeting, however, did not materialise and a virtual multilateral meeting was convened on 29 March 2023. The employer reported that the contracts will be extended until the end of March 2024. It also indicated its intention to absorb the COVID-19 Nurses into the system. The PSA welcomes the decision as a victory for the PSA and other labour parties admitted to the Mpumalanga PHSDSBC Chamber.

Department of Health Technicians not In line with PHSDSBC Resolution 2/2012

Technicians in the Department of Health are not in line with PHSDSBC Resolution 2/2012. The matter was referred to a special Chamber once more owing to the failure of other task team members to avail themselves and the fact that the employer is convening these task team meetings on the eleventh hour. The PSA therefore expressed disappointment about this and requested that the task team meets on 12 April 2023 to finalise the report and sign it off for it to be adopted in the special Chamber meeting.

Correct placement: Telecom Operators

This matter was also referred to a special Chamber once more owing to the failure of the employer to produce a comprehensive report as per the agreement at the previous Chamber meeting.

Overdue payment: Overtime CHW

An overdue payment of overtime for Community Health Workers (CHW) for work performed during COVID-19 refers. It was resolved that labour should submit the names of all affected employees before the special Chamber meeting scheduled for 13 April 2023, The PSA therefore, request affected members to send their names, work station, and Persal number to sibongile.ngomane@psa.co.za or Jabulile.mnisi@psa.co.za on or before **10 April 2023**.

GENERAL MANAGER