

FOR PSA MEMBERS: NORTHERN CAPE DEPARTMENT OF HEALTH

27-02-2023

Feedback: Northern Cape Department of Health - Proposed organisational structure

Organisational design

As members are aware, Northern Cape Provincial Departments have been redesigning their functional structures following the 2016 directive from the Department of Public Service and Administration. The Northern Cape Department of Health has been at work since 2017 to realise that goal as per the requirements set out in the directive issued by the Minister. On 22 February 2023, a special PHSDSBC Chamber meeting was held to consult labour on the newly aligned organisational structure. The Department also presented the following documents:

- Organised Labour Engagement
- NC Health Draft Top Structure
- Current Structure

Labour's concern is that this process has been dragging on for too long. The first scheduled meeting for 3 February 2023 was postponed with no valid reasons. The presentation of what the Department of Health called a reconfigured organogram also fell short of expectations with a serious lack of detail, rationale, and a clear indication of the apparent changes from when the first proposal was presented.

The Chamber resolved that the Department of Health would roll out several multilaterals in conjunction with labour going forward to iron out any anomalies. Members will be updated on the continued consultations. Should members need to interact on the above, they are encouraged to contact: russle.bindeman@psa.co.za and victor.selabe@psaftss.co.za in writing. Alternatively, submit any input via cell phone to Russle on 082 883 7563 and Mr Selabe on 081 016 4948.

GENERAL MANAGER