

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

02-06-2023

Update: Northern Cape PHSDSBC Chamber meeting

Members have been kept informed of developments through previous editions of the *Informus*. Copies can be obtained from the PSA's website (www.psa.co.za) or from the PSA Provincial Office. The purpose of the special sitting of Chamber was for the Department of Social Development (DSD) to present outstanding reports on:

- Security at Departmental institutions,
- Provision of cell phones and airtime for Social Service Professionals,
- New Health Provincial Organogram and implementation thereof, and
- State of DSD infrastructure: Social Service Professions.

Security at Health and Social Development institutions in province

Members will recall labour had raised the matter of insufficient security at Departmental institutions. The inadequacies of contracted security companies, *i.e.*, *Quivor Morning Glory* and *Defensor*, were acknowledged. The employer presented a report, which lacked information on which clinics and hospitals had security, how many security officials on duty per shift at each station, and the terms of contracts with service providers. Labour rejected the report and demanded that it be reworked to include the mentioned information. Labour further demanded to be engaged on the following information:

- What do service level agreements (SLAs) with security service providers entail?
- What are the costs of security contracts?
- What is the duration of contracts with service providers?
- What monitoring tool is the employer using to ensure delivery of adequate services?

Cell phone and airtime provision for Social Service Professionals

Labour welcomed the report from the DSD about the Department providing cell phones or sim cards to Social Workers.

State of DSD infrastructure: Social Service Professions

Labour rejected a report presented on the state of DSD infrastructure. The report was crafted on abandoned COVID-19 protocols. This matter remains on the agenda.

Provincial organogram and implementation

The employer reported that it was seeking concurrence for the organogram following the Organisational Design Directive of 2016. The Northern Cape only implemented the Department of Public Service and Administration's directive of 2016 in 2022. One requirement of the said directive is that labour must be consulted. Labour also learned that the employer has partially implemented the unapproved organogram. Labour objected to the employer seeking concurrence from DPSA on the non-consulted organogram and demanded that the employer:

- Revisit its organogram,
- Provide reasons on why it started implementation of the unapproved organogram, and
- Revisit its decision to abandon multilateral meetings before tabling the matter at the Chamber.

GENERAL MANAGER