

Feedback: Departmental Bargaining Chamber- 6 July 2023

Integration of Employees in the NDoH

Members will recall that after the closure of the Civitas building and the move to the Dr AB Xuma building parties agreed to embark on an integration process to resolve impasses which occurred in the past. The employer reported that the sessions were held with employees to start the integration process. A service provider was appointed to facilitate the process and completed the task accordingly. Labour requested Employee Wellness to present a close-up report to parties at the next DBC meeting to be held on 18 July 2023.

Bereavement and Hospitalisation Policies

The employer reported that they are in the process of completing the administrative processes internally and once they are done, they will report back at the next DBC. The Item was deferred to the next DBC meeting.

Implementation of the PHSDBC Resolution 2/2019

A resolution regarding the standardisation of remuneration for Community Health Workers was previously tabled. The PSA requested an opportunity to consult with members regarding the implementation of Resolution 2/2019. Members were happy with the provisions of the Resolution. The parties agreed to keep the matter as a standing item on the agenda for constant progress report. Members will be kept informed about developments.

Transport Provision for Employees in the NDoH to and from Dr. AB Xuma

Labour submitted a quotation from the Tshwane Metro Bus Services because the quotation from government fleet services was expensive. A draft collective agreement regarding the provision of transport was shared with labour for further consultation. The employer committed to subsidize 10% of the fare cost of the bus and employees will cover the remaining 90%. Employees will be expected to sign a consent form to authorise the direct deduction from their employer. The employer committed to fast-tracking the process to acquire the bus service because members are battling to travel to the new premises using public transport. Members will be kept informed about the developments.

New Shift System for Security Personnel

The employer submitted a draft shift system rooster to amend the working hours of in-house security personnel. The PSA requested to consult the members who work both shifts, to solicit a clear mandate in this regard. A feedback report will be submitted at the next DBC meeting.

OHS Policy

The employer reported that there were no inputs received from labour because the policy was not aligned to the comprehensive *OHS Act*. The parties agreed that the policy can be adopted and signed off.

Provision for Psychosocial Support for Employees

The PSA requested the employer to invite a subject matter expert to the DBC to present the Psychosocial report to the meeting. The employer was unable to secure the availability of the expert and extended the invitation to the next DBC meeting scheduled for 18 July 2023.

Industrial Action Report

The employer indicated that there was no industrial action that occurred during the period under review.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER