

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

15-02-2023

Feedback: PHSDSBC North-West Provincial Chamber meeting

Performance Management Development System (PMDS)

The Chamber deliberated on the late submissions of PMDS and delaying of payment of pay progression. The Department of Health reported finalisation in most of its districts and highlighted the unavailability of the system owing to loadshedding as a major challenge. The Department of Social Development reported that 2 482 employees were assessed for the 2020/2021-financial year, stating that only 79 employees were not assessed. Parties agreed that the Departments will provide detailed reports during the next Chamber meeting on challenges and remedial action implemented to ensure that all employees receive what is due to them.

Occupational Health and Safety (OHS)

The report on the status of buildings by the Department of Health was welcomed. However, a special case was deliberated on regarding Suping Stadt Clinic's non-compliance with OHS regulations. The matter was escalated to the Department of Labour and Employment for urgent inspection of which acknowledgement of the request was recorded. A date has yet to be provided for inspection and will be communicated through the Chamber's secretariat for labour to participate. The Department of Social Development reported on several non-compliant buildings that were scrutinised and condemned by labour. A resolution was taken for disbandment of OHS committees at Social Development owing to selection criteria that is not consistent with the *Act*. The Chamber further resolved that labour would provide the employer with a template of reporting OHS matters to cover labour's concerns.

Boikagong Child and Youth Care Centre closure

The Centre closed in 2019 owing to non-compliance with OHS regulations and renovations are still being done. Labour highlighted that inappropriate placement of affected employees can amount to a demoralised workforce. The employer explained that to address the challenge, it is introducing community-based child and youth care programs as from 1 April 2023. Parties agreed that consultation on the impending program can happen in the local area with consultations involving local labour and in cases of disagreements, consultations can be referred to the Chamber.

Members will be informed of developments. For more information, please contact

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GENERAL MANAGER