

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

24-10-2023

## Feedback: PHSDSBC Chamber Meeting – 19 October 2023

### **Implementation: Normal Grade Progression - PHSDSBC Resolution 1/ 2009**

Members are aware that the employer reported that all qualifying employees for 2021/22 were paid their grade progression. Subsequently, the PSA invited those who believed that they qualified and were omitted, to submit their names. Although the PSA did not receive any names, the employer is committed to deal with any omission on an individual basis hence the matter is removed from the agenda.

### **Performance of overtime: Department of Health**

Payments for overtime worked could not be affected as approval to unblock the Persal system function is still awaited. The employer indicated that members will be paid before 30 November 2023 although the PSA was unhappy as the employer has been continuously shifting goalposts by giving new dates every time the matter is discussed.

### **Safety of Forensic Pathology officers executing their duties**

Labour made a submission to review the allocation of forensic officers as members are not getting the required assistance from SAPS as per memorandum of understanding which resulted in members being vulnerable and unsafe. The employees are thus forced to deal with the scene alone. Labour proposed that at least officials should travel together. The employer to provide statistics per institution in the next meeting.

### **Succession Plan Framework 2030**

Members are aware that labour demanded the inclusion of a clause to allow for review of the framework every 24 months and the employer agreed with the proposal.

### **Continuous Professional Development (CPD): Emergency Medical Services Personnel**

It was previously reported that labour requested the employer to benchmark the CPD with other provinces. However, it was confirmed that Limpopo is better than other provinces and there will be no change in the CDP for EMS personnel.

### **The following matters were differed to the special or next normal meeting**

- Implementation of PHSDSBC Resolution 3/2019.
- Non-provision of uniforms: EMS personnel.
- Draft Policy for Recognition of Prior Learning for Department of Health.
- Task Team on Patient Planned Transport (PPT) Terms and Conditions of employment prior to transfer to EMS.
- Centralisation and implementation of New Duty Rosters for Emergency Medical Services (EMS) officers without consultation by the Department of Health.

Members will be informed of new developments.

Employees that wish to join the PSA should contact Ms Paulina Moloto - 082 880 8957 or Lawrence Muvhango – 082 880 8995 or alternatively contact the PSA Provincial Office on (015) 295 0500.

Reuben Maleka  
GENERAL MANAGER