

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

24-11-2023

Feedback: Special PHSDSBC Limpopo Chamber Meeting - 20 November 2023

Duty roster for nurses

Members are aware of the employer's intention to implement a new duty roster for nurses, which was met by severe objection from labour, noting that it did not consider the interests of nurses. Labour was allowed to submit inputs and subsequently the employer presented the new roster, inclusive of labour's inputs, and requested that the implementation date should be 1 December 2023. Labour was not satisfied with the amended duty roster, particularly regarding the clause indicating 45 working hours as labour is of the view that employees should work 40 hours of which the employer agreed. Labour expressed displeasure that the employer will go ahead with the implementation on 1 December 2023, despite the concerns. The matter will be discussed in the meeting to be held on 8 December 2023. However, it remains the view of labour that the roster must be left to the hospital and nursing management that understand the dynamics of the institutions.

Draft collective agreement on compressed working week and averaging of working hours: EMS employees

A presentation was done by management regarding the said draft agreement. Labour noted the presentation and requested to be given time to work on the document and do proper consultation as there are issues that still need to be taken into consideration. Amongst others, labour indicated that the averaging of working hours was not submitted as an agenda item in the Chamber by it but is surprised that it was part of the presentation. Another issue was that labour only submitted the agenda on the compression of the working week, which is not consistent in clinics. The calculation of overtime is also not covered in the agreement. Management requested that it will be happy if the matter is resolved and signed by 1 February 2024. The matter is to be dealt with in the next Chamber meeting.

Forensic Pathology Officers (FPO): Provision of uniforms

Labour presented that the employer is failing to provide uniforms and PPE for FPO employees. The last time a proper uniform was provided was in 2019. It is unacceptable for FPOs to use the same uniform for four years with the kind of work they are doing. The employer responded that it would budget for uniforms in the next financial year.

Debriefing/counselling of Forensic Pathology employees

Labour lambasted the employer for failure to ensure employees' access to debriefing and counselling interventions, noting the nature of their work. FPOs must regularly be debriefed owing to their work that is traumatic. Failure to provide continuous debriefing and counselling leaves employees emotionally drained and stressed, resulting in substandard work performance as they will be error prone, and the employer would want to subject them to disciplinary processes. The employer responded that counselling is provided although debriefing is not provided, however, it will respond to the matter in the next meeting.

Members will be informed of developments.

Employees who wish to join the PSA can contact Paulina Moloto on 082 880 8957, Lawrence Muvhango on 082 880 8995 or contact the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER