

## Feedback: PHSDSBC Chamber meeting – 8 December 2023

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

Members will recall that it was previously reported that approval was granted to pay overtime for 965 qualifying employees by 30 September 2023 and later changed to November 2023. It was reported that approval from National Treasury was awaited. The PSA raised concern that the end of financial year is forthcoming, and that the employer must refrain from putting dates and not complying as this raises concerns when reporting back to members. The employer committed to pay before the end of the financial year.

### **Safety of Forensic Pathology Officers executing duties**

The employer made a presentation of filled and vacant positions at health facilities as requested by labour. The employer indicated that although employees may travel alone, on arrival at the scene there would be South African Police Service members, as per memorandum of understanding, to assist.

### **Draft Policy: Recognition of Prior Learning - Department of Health**

Members will recall that it was reported that the employer tabled the draft policy and inputs were requested. Labour inputs were incorporated in the final draft and to distribute the signed copy.

### **Backup power system: Clinics and hospitals**

The employer shared the list of facilities with back-up facilities. Labour is to verify and engage in the next meeting.

### **Duty roster: Nurses**

It was previously reported that the employer presented the principles of a duty roster for nurses. The employer presented a consolidation of inputs although labour was not happy with the maximum hours of 45, splitting offs and working for more than five days consecutively. The employer will circulate the final draft.

### **Non-provision of uniforms**

Members are aware that the employer has failed to provide uniforms for EMS personnel and Forensic Pathology Officers. Upon pursuit of the matter by labour, the employer finally reported that the order was issued. Labour will monitor the process.

### **Debriefing/counselling: Forensic Pathology employees**

Labour demanded that Forensic Pathology Officers must regularly be debriefed owing to the traumatic nature of their work. The employer responded that in-house debriefing is currently conducted as there is no budget to do debriefing outside the institution.

### **Planned Patient Transport (PPT) terms and conditions of employment prior transfer into EMS**

The task team reported that PPT employees who were transferred from hospitals to EMS as Drivers were misled in joining EMS, however, recommendations were made by the task team that include arranging a meeting with the Head of the Department (HOD) to further discuss that affected PPT employees be allowed to be transferred back to hospitals or be graded and further that those whose service terminated be reinstated. The task team will report after meeting with the HOD.

### **Contract of employment: Newly appointed Professional Nurses**

Labour tabled the item after the employer inserted a clause in the letters of appointment of professional nurses to transfer employees, which is inconsistent with contracts of employment of other employees. The Public Service Act, 1994 which forms the basis of contracts of employment of public servants, in any event stipulates that public servants may be transferred if it is in the interest of service delivery. To put this clause in the appointment letters of employees is open for abuse by the employer and that the said clause must be removed. The employer disagreed and labour directed the Council secretary for intervention.

### **Outsourcing: Pharmaceutical Depot**

The PSA reported that the employer is restructuring without consultation as employees were requested to choose institutions to report to by April 2024. The employer reported there is no restructuring and that should there be such a process, consultation will first be done. The PSA is still exploring options to deal with this matter.

### **Implementation: Resolution 3/2019 - PHSDSBC**

The task team reported that 33 employees' deductions for yearly contribution to the Council did not go through based on wrong identity numbers and because of suspension from work. Only three out of 33 employees' issues were resolved with the Council. Affected employees are encouraged to correct their contribution with the Council to avoid non-compliance by 1 January 2024.

### **Restructuring of organisational structure without consultation: Department of Health**

Members are aware that labour sharply raised concerns after learning that the employer is talking to employees at institutions about restructuring despite the matter not being tabled at the Chamber. Subsequently, the employer agreed to stop such engagement and consult properly at the Chamber.

### **Changing EMS personnel scope of operations by extending geographical area**

The employer issued a circular that permits EMS officials to work beyond their geographical areas, where necessary. Although labour understood the rationale, it cautioned the employer not to use this to abuse employees.

Members will be informed of developments.

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

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