

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

15-11-2023

Update: PHSDSBC North West

Performance management development system

The Department of Health did not have a report on 1.5% payments and labour reminded the Department that as per the previous Chamber meeting, a request was made for the report to be presented. The agreement was that the Department of Health would provide the report prior to the next Chamber. An anomaly was discovered that in Bojanala, Moses Kotane, and Mafikeng Sub-Districts a high number of employees were not assessed, and the employer undertook to provide a detailed report on reasons for non-assessment of these employees in the next Chamber. Social Development's report was accepted after labour's input was incorporated to remove the non-assessments clause of new employees as the policy provides for the assessment of new employees.

Occupational health and safety

The report on the status of buildings occupied by the Department of Health was concerning, with most OHS committees not sitting and labour not forming part of the committees in most districts. Non-compliance of EMS stations was at length deliberated, with specific focus on the Moretele and Zeerust Station. An agreement was reached for the EMS Director and OHS Director to meet to develop an intervention plan, which will be presented to labour.

All OHS policies are due for review and labour will be invited to be part of this process. Manthe Clinic has a water problem, which is not drinkable, and the facility is to procure water coolers and dispensable cups immediately. Dryharts Clinic has no sluice machine and, as a result, Cleaners washed laundry by hand, and it was recommended that the facility must procure sluice machine and provide Cleaners with the necessary PPE. Chokonyane Clinic has an old building, which contained asbestos material and the building is demarcated, and therefore access should be prohibited immediately. Labour will monitor the action plan closely.

EMS

The centralisation of the communication center is in progress and fully operational. It has been reported that staff members take three times longer than the norm to answer calls, which results in 76% of calls not being answered. The Department approached the SETA to provide interns to assist in the center. Labour objected to the idea.

The Uniform Backlog has been dealt with. All other issues in relation to EMS are reserved to be dealt with at a special meeting to be held at the Provincial Office on 16 November 2023.

Relocation: Boikagong Center

The inspection *in loco* was done and the meeting with the HOD was postponed to 28 November 2023 to further ventilate on issues identified by labour.

NOTE: All other agenda points have been scheduled for the Special Chamber meeting owing to time constraints, *i.e.*:

- Resolution 3/2007
- Resolution 1/2009
- Resolution 3/2009
- Approved Structure for DSD and Health
- Non-Nursing Duties
- Exploitation of Junior Nurses
- Vacancy rate and acting positions
- Provision of tools of trade
- Provision of GG cars
- Draft policy on education and training
- Psychological support for workers
- DSD intervention task team report
- Grading of EMRS drivers

Members will be informed of developments.

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GENERAL MANAGER