

FOR PSA MEMBERS: **EASTERN CAPE PUBLIC HEALTH AND SOCIAL DEVELOPMENT  
SECTORAL BARGAINING CHAMBER (PHSDSBC)**

03-05-2024

## Feedback: Eastern Cape PHSDSBC Chamber meeting - 25 April 2024

The PHSDSBC held its last meeting for the previous cycle on 25 April 2024 and the following were discussed:

### Departments' backup plan for loadshedding

The employer made a presentation for the loadshedding backup plan, which highlighted the procuring of generators with sensors to monitor loadshedding. It was reported that Eskom was approached for direct electricity lines for all health facilities and Frere Hospital was prioritised and approved. The employer is in the process of purchasing generators, however, it failed to give a specific due date for these plans. Labour noted the developments.

### Verification: OSD files

This item could not be deliberated on as the appointed task team failed to meet and finalise owing to a lack of a resource person from the employer side. The employer undertook to finalise this matter at the next Chamber meeting.

### Post-COVID psychosocial support for staff members

The employer reported that officials are not comfortable with internal counselling as confidentiality might be compromised. The Department has recruited 72 social workers to assist officials and has furthermore contracted external counselors to assist the nine employee-wellness practitioners. Employees are encouraged to approach the employer should there be a need for any type of counselling.

### Safety and security of employees

The employer presented that the Department joined the justice and safety cluster. An agreement was reached with the SAPS that every ambulance will be escorted into "dangerous" areas and EMS will be allocated panic buttons. The employer undertook to erect fences at all institutions. Labour enquired about the possibility of danger allowance. The employer was unable to respond. Labour reminded the employer that it is failing to provide a safe working environment as per section 8 of the *OHSA*. The employer could also not respond as to what EMS personnel should do if there is no escort available.

### Termination of contracts

This item will remain on the agenda as the task team was still dealing with it.

### **Normalisation of salary levels**

The employer reported that the salaries are correct but invited labour to submit details of employees who dispute this for its attention.

Reuben Maleka  
GENERAL MANAGER