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FOR PSA MEMBERS: **FREE STATE DEPARTMENT OF HEALTH**

22-04-2024

Feedback: Department of Health, Motheo District (Bloemfontein Clinics) - Management meeting on 17 April 2024

On 9 April 2024, PSA members were notified by the employer about their relocation to new workplaces. This communication occurred without prior consultation with members. The PSA swiftly requested the cancelation of the relocation directive and sought a meeting to discuss the matter. The employer refused, claiming that consultations had taken place. This disagreement led to the PSA declaring a dispute, prompting a scheduled meeting with the employer on 17 April 2024.

Despite the PSA's requests, the employer maintained its decision. Consultations on the Standard Operational Procedure (SOP) occurred, but affected employees were excluded. The PSA identified discrepancies between the SOP and legal requirements, which the employer acknowledged.

The PSA highlighted the employer's failure to adhere to its own SOP, which mandates a two-week prior consultation period. The matter has been escalated to the PSA's Labour Relations Officers for further handling. Additionally, the employer admitted the omission of a formal written notification to employees about the relocations.

Members will be updated.

Reuben Maleka
GENERAL MANAGER