

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

31-07-2024

Feedback: Performance of overtime arbitration hearing – Limpopo Department of Health

Members will recall that it was reported that the arbitration for overtime for qualifying members in excess of 30% for the 2017/18-financial year would be held on 24 July 2024. Members will further recall that the Provincial Treasury joined as the second respondent on the basis that the employer had approval to pay the said overtime, however, that it was the Provincial Treasury that declined the submission.

During the arbitration, the employer presented the same that the Head of Department approved the overtime but could not pay because Treasury declined the approval. Treasury responded by saying that the employer made an application to pay as if it was normal overtime and thus it was declined. It responded that the employer must make a new request for the overtime to be condoned. Members were also made aware that the PSA Labour Relations Officer is leading the process as she is also presenting the case before the Council.

A settlement agreement was subsequently signed, indicating that the employer must write a new submission to condone the payment of overtime on or before 15 August 2024 and that the Provincial Treasury will respond on or before 31 August 2024. The PSA is thus awaiting such response on or before 31 August 2024. Members must further note that should Provincial Treasury approve the submission by the employer, the said overtime will be paid. However, should it be declined, the PSA will request a date with the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) to arbitrate the dispute.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za / WhatsApp 079 513 9856.

Employees that 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.

Reubena Maleka
GENERAL MANAGER