

Feedback: Department of Health extended management meeting with labour

Update: Appointments of Nurses and Doctors

The Department reported that in January 2024 it became aware that several bursary holders remained unemployed after completing community service. The unavailability of funded, vacant posts owing to budget constraints was the main reason for not filling the vacancies. The Department of Public Service and Administration (DPSA) in October 2023 issued a directive that dealt with the freezing of certain positions across all departments, which aggravated the current crisis. As a contingency, the Department decided to fill certain positions within the available budget. Unemployed bursary holders were offered sessional posts, consisting of 20 sessions for each, at various facilities. The incumbents were further requested to submit a filled Z83 (employment application form) to be interviewed and matched with future vacant posts. These sessional positions were filled by 79 bursary holders effective from 29 February 2024.

However, an emphasis was made by labour that although the initiative is accepted, the Department must follow the normal recruitment and selection process and that preference should be extended to all unemployed residents of the province, even those who financed themselves. It was resolved that the identified position will be filled through a recruitment and selection process in which preference shall be given to RPL nurses and then bursary holders.

Progress: Overtime above 30%

The Department requested approval from the DPSA to make payments of the overtime exceeding the 30% threshold, which was denied. Subsequently, a follow-up submission was submitted to the HOD of the Department, which was approved. These payments will be implemented in April and will cover the periods from April 2023 until October 2023. Concerns were raised with the payment of future overtime that might exceed the 30% threshold. The employer requested two weeks to consider a way forward and revert to labour.

Infrastructure projects

The Department has undertaken to improve all its facilities and has established a three-pronged approach to address the health and safety issues, which include the asbestos buildings. The employer strives to transform all clinics in addressing all health and safety challenges. The first phase has been completed and park homes erected on the following facilities: Shupingstad, Matloding, Ramokokastad, Deelpan, Rapulana, Tlhabane, Moruleng, Motswedi, Lobatlatlane, and Boikhutsong Clinic.

For the second phase of installation of park homes, 20 facilities have been identified which are: Ultkyk, Botekong, Magogoe, Colour block, Fafung, Koffiekraal, Taung station, Motlathanyane, Lower Majakgoro, KgomoKgomo, Shiela, Lobatla, Mamusa, Cokonyana, Logageng, Goedgevonden, Kabe, Obakeng, Matshephe, and Modimola Clinic, with contractors already on site.

The Department identified Christiana Gateway as completed and the Boikhutso Clinic building at 95% near completion whilst the Coldridge Clinic tender was awarded on 29 February 2024.

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