

FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC) – KWAZULU-NATAL (KZN)

20-03-2024

KZN PHSDSBC Chamber meeting: 14 March 2024

The Chamber held its first meeting this year on 14 March 2024 and the following were discussed:

Decommissioning of Newtown Community Health Centre from Community Health Centre (CHC) to Inanda Clinic

The Service Delivery work stream and Inanda Community Health Care have visited two sites proposed for temporal relocation of the Newtown Primary Health Care service in the Newtown area. None has been finalised since the local Councillor is working on establishing the owner of these sites and is in the process of requesting temporal utilisation. A community meeting was convened where the Department of Health presented on the following:

- Operational hours
- Work in progress to secure land in Inanda Newtown area for temporal relocation of the Newtown Primary Health Care service currently provided on site in a park home.
- Progress on reconstruction of the Newtown A large clinic.

The issue of clarification of operational hours emanated from rumours that the new clinic will be closing at 16:00, which happened after first staff consultation in November 2023. The task team agreed that since the Newtown Community Health Centre will be a clinic under Inanda CHC, some of the staff members will remain on the Newtown clinic staff establishment whilst some may be required to be permanently transferred. It has been identified that there are duplicate staff of the following categories, which include Safety Officer, Facility information Officer, Environmental Health Practitioner, Desktop Technician, Deputy Manger Nursing, Assistant Manager Nursing, AD Finance, AD HRM and AD Systems, Registered Counsellor. Inanda C section Community Health Centre has vacant posts on its priority list that it intends to fill. The task team will consult staff from Newtown to fill these posts. The tender process for the construction of the large clinic closed in January 2024 and procurement processes are underway. Estimated dates of site handing over is end May 2024 if there are no appeals.

Relocation of staff from Lower Umfolozi and Richards Bay Offices to Umfolozi Office (Mbonambi)

On 22 November 2023 the task team met, and labour raised the following concerns that emanated after consultation with affected employees:

- Financial implications: Travelling from current offices to new Umfolozi office will increase the cost of transport and accommodation.
- Some employees indicated that they are driving their children to and from schools daily and that the proposed transfer will inconvenience them.
- Employees indicated that they were already at Lower Umfolozi and Richards Bay on transfer from other offices owing to their personal circumstances, therefore the current proposed transfer will not serve their interests.

Labour was given further opportunity to consult with their members to find a workable solution.

On 28 February 2024, the Task Team met with labour and indicated that employees have shown resistance to moving from their current offices to the newly established offices. The Task Team noted the reaction from employees and sighted that at the beginning the Task Team agreed on the following criteria to be used to identify employees to be relocated:

- Criteria 1 – Invitation of interest
- Criteria 2 – Officials assigned to Wards.
- Indication of how many employees is expected or required to relocate.

The Task Team agreed that first criteria have been explored and exhausted and the employer representatives were tasked to identify the employees who would be affected by this relocation. The Task Team will discuss the list of affected employees at the meeting scheduled for 26 March 2024. The life span of this Task Team is extended to the end of June 2024 to finalise its work.

The next Chamber meeting will be held 26 April 2024.

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