

FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) - LIMPOPO**

27-02-2024

Feedback: PHSDSBC chamber meeting – 22 February 2024

Performance of overtime: Department of Health

Members will recall that it was previously reported that approval was granted by the Head of the Department to pay overtime for the qualifying 965 employees. That the employer committed to have it paid before the end of the financial year once final approval is received from Treasury. It was reported that Provincial Treasury declined the request for approval of the payment of overtime on the basis that it will be a contravention of Regulation 49(1)(b) of the Public Service Regulations. Consequently, the PSA and another union declared a dispute.

Centralisation and implementation on new duty rosters for Emergency Medical Services (EMS) officers without consultation: Department of Health

Members were informed that the item was merged with the draft collective agreement on compressed working week and averaging of working hours. Labour reported that sections 11 and 12 of the *Basic Conditions of Employment Act* must be combined as section 12 was already rejected at the national level in respect of average working hours. The employer will seek a mandate and give feedback in the next meeting.

Draft policy on the Recognition of Prior Learning: Department of Health

The employer circulated a copy of the final signed draft policy, however, labour raised that the date on the signature was incorrect. The employer will correct the date and circulate final draft.

Backup power system in clinics and hospitals

Members are aware that labour has raised concerns regarding lack of backup power and the need to service generators at health institutions. The employer responded that maintenance can only be done in the next financial year due to financial difficulties.

Duty roster for nurses

It was previously reported that the employer presented the principles of a duty roster for nurses and presented consolidation of inputs from labour. It was further reported that labour was not satisfied with the **maximum hours of 45, splitting of off days and not allowing employees to have the whole period off and**

working for more than 5 days consecutively. The final draft was circulated, and the department further issued departmental *circular 01 of 2024* stating areas where labour, employer agree and disagree. Members are advised to report challenges to shop steward regarding the implementation of the duty roster.

Forensic Pathology Officers (FPO): Provision of uniforms

The employer reported that the order for uniforms was issued and that the process to procure uniforms as well as delivery, are underway although labour is unhappy as the employer failed to provide uniforms since 2019 without providing justifiable reasons.

Planned Patient Transport (PPT) terms and conditions of employment prior to transfer into EMS.

It was reported that the task team to meet the Head Of Department (HOD) regarding the affected employees be allowed to be transferred back to hospitals or be graded and further that those whose services were terminated be reinstated, has not met and it was agreed that the chamber secretary would request a meeting.

Contract of employment for newly appointed professional nurses

Members will recall that the secretary was tasked to engage the council for intervention as the employer refused to deliberate on the clause that employees cannot be transferred if necessary and that the said clause will be open to abuse. The secretary reported that the council advised that affected employees or labour can declare a dispute hence the matter was removed from the agenda.

Restructuring of Organisational Structure in the Department of Health without consultation

The employer must still circulate the presentation for consultation.

Non-provisions of uniforms Emergency Medical Services (EMS) personnel

It was reported that not all items were delivered and awaiting the rest.

Review of Sexual Harassment policy: Social Development

Since it is time to review the policy, the employer requested inputs from labour. The employer reported there are no changes from the employer's side on the policy. Members are requested to submit inputs to queen.seema@psa.co.za on or before the **15 March** 2024. Copy is *attached* for ease of reference.

Absorption of Community Health Workers (CHW)

The secretary reported that the matter is being discussed at the national chamber and at an advanced stage, therefore that it cannot be discussed in the provincial chamber.

Employees that wish to join the PSA should contact Ms Paulina Moloto - 082 880 8957 or Lawrence Muvhango – 082 880 8995 or alternatively contact the PSA Provincial Office on (015) 295 0500.

Members will be informed of new developments.

Reuben Maleka

GENERAL MANAGER