

FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC) – NORTH WEST**

15-02-2024

Update: PHSDSBC North West

Approved structures

The Department of Health presented a structure that was developed in 2018 and alleged that labour was consulted. Labour was adamant that it is not a true reflection as other facilities are still utilising the 2007-approved structure and that there were no consultations in relation to the alleged 2018 structure. In qualifying the denial, labour indicated that the employer implemented the DPSA directive to remove unfunded positions on the structure. Labour requested numerical differences between the two structures. The employer indicated that the Department is conducting assessments of current positions and the full response to be deferred to the next meeting. The Department of Social Development (DSD) report was not accepted since it was submitted late to the Chamber.

Non-Nursing duties: Escorting patients/issuing of files

The Policy of Non-Nursing Duties for Nurses was submitted at the Chamber and previously rejected by labour as it wanted the Department to consult with statutory bodies governing nurses and emergency services workers for further opinion and advice. The Department reported that it is awaiting feedback from the South African Nursing Council (SANC), and the policy remains not accepted.

Provisioning of GG cars per districts/institution

The report by the DSD indicated that the province only has 136 cars and is unable to procure more vehicles owing to cost containment that has been implemented across Departments. Labour was enraged by the employer's report as the vehicles are old and have not been procured in more than two financial years, which is posing a risk. The concern was what happened to the proceeds of recently auctioned cars and why the Department could not use the money to re-invest in buying other vehicles. The Department explained that the auctioning was done by another department (*i.e.*, Community and Safety) and the money went to the Treasury account, to which it does not have access. Labour requested certificates on vehicles that were withdrawn and auctioned.

Grading of Drivers

The item on grading Drivers to salary level 4 as per the Department of Public Service and Administration determination was raised because the Department did not implement the grading consistently as other employees are still on level 3. The employer indicated that it has implemented it across all qualified employees. The employer requested labour to provide names of employees not properly graded. The

Chamber took a decision that the employer should go back and use its resources to verify if all qualifying employees were graded then report to the Chamber. Although the agenda point was raised against the Department of Health, the Chamber agreed that DSD should do the same and report at the next Chamber.

PMDS

Labour was not pleased with the employer's report, which failed to address a concern regarding the high number of employees not assessed in the Bojanala District. The employer indicated that the Chamber reporting template did not provide a space to cater for information requested by labour. The Chamber agreed that the employer will provide a proper report at the next Chamber.

EMS

Bojanala has a fully operational communication centre, and SITA is providing the Department with ICT interns. The number will be determined during a meeting towards the latter part of February 2024. Ambulances donated by Sibanye cannot be utilised in other districts as the condition for the donation was that these should be based in Bojanala. Non-operational vehicles are still awaiting licensing and will be taken to facilities once licensed.

Boikagong: Temporary closure

Labour expressed dissatisfaction with the employer as no consultation has been finalised on changing the operations of the Center as the employer is currently training employees on implementation of new roles. Labour's stance is that the Center should continue to be a Child and Youth Care Centre.

Reuben Maleka
GENERAL MANAGER