



FOR PSA MEMBERS: **EASTERN CAPE DEPARTMENT OF HEALTH (GQEBERHA AREA)**

29-01-2025

Special meeting: Health Management and labour unions in Eastern Cape

A special meeting was arranged by the Eastern Cape Department of Health HOD, which was attended by her Top Management in the province, to address urgent matters relating to the following.

Uprisings at Dorah Ngindza Hospital and non-payment of overtime

On 21 and 23 January 2025 an unrest situation occurred at Dorah Ngindza Hospital whereby services were interrupted. Reports indicate that the disturbance was caused by the non-payment of September and October 2024 overtime. During this meeting, labour unions collectively raised serious concerns regarding the delayed overtime payments. The employer indicated that the outstanding overtime payments for September to December 2024 were in the process of being finalised. The payments for January to March 2025 are scheduled for payment during April 2025. However, all labour unions rejected this proposal, emphasizing the need for overtime payments to be made at least every second month. Labour also requested the HOD to issue a circular addressing this issue.

Follow-up meeting on 26 January 2025

The meeting adjourned and reconvened on Sunday, 26 January 2025, to review the employer's report and discuss ongoing challenges faced by the Department of Health. During the meeting, the employer proposed presenting a turnaround plan for Nelson Mandela Bay because it acknowledged the need for detailed discussions and a comprehensive action plan.

PSA's contributions

During the presentation, the PSA highlighted critical issues, including:

- Poor management across all levels of the Department.
- Security concerns.
- Severe staff shortages.

Outcomes and next steps

Parties agreed to establish task teams led by various offices, with the intervention of the DDG of Treasury, to address these pressing issues. The provincial meeting has been deferred to 4 February

2025, where discussions will focus on developments from the Health Summit and Health Indaba engagements, as well as resolutions adopted during those events.

Contact PSA

Members are encouraged to contact Mxolisi Nyandu on 082 880 8968 / mxolisi.nyandu@psa.co.za for assistance regarding their rights and benefits.

Reuben Maleka
GENERAL MANAGER