



FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF HEALTH (GDoH)**

03-06-2025

Feedback: GDoH Provincial Multilateral

Organisational structure

Members will recall that the issue surrounding the organisational structure was communicated in the previous *Informus*. The communication was such that the Gauteng Department of Health (GDoH) was busy with the consultation process locally in all institutions with respect to the organisational structure. The employer provided a report that the PSA and other unions made inputs on organisational structures for each institution of Health. However, owing to the number of challenges, the consultation process has not been concluded in all institutions. The PSA raised concern regarding the lack of project planning and timeframes. The employer made an undertaking to work on the report and share it before the date of the next multilateral meeting. Members will be updated on developments.

Unbearable working conditions: Community Health Workers (CHWs)

Members will recall that owing to the outcry from CHWs about unbearable working conditions, the PSA introduced the agenda item on this matter at the Provincial Chamber and Provincial Multilateral Forum at the GDoH. The employer reported that it is busy with the procurement of uniforms for CHWs and that there are 7 890 CHWs who are to be supplied with uniforms. The GDoH also reported that it is in contact with the University of Pretoria regarding certificates that CHWs did not receive after their training. The GDoH further reported that all CHWs are to report and fall under the control of the District Health Services. The GDoH will issue a directive for CHWs to report to the Community Health Centres of their choices.

The Office of the Premier will be approached to assist with regards to safety of CHWs when performing their duties in the field. The PSA rejected the employer's report with regards the issues of safety as it did not address the fundamental issues regarding the lack of tools of trade and transportation in the field to aid in the performance of the CHWs duties. The issue surrounding the lack of offices was also raised. The employer will provide a comprehensive report at the next multilateral meeting. Members will be updated on developments.

PMDS: Pay progression for 2024/25-financial year

In the previous *Informus*, the PSA has indicated that the GDoH had implemented pay progression for all qualifying employees during the period of February 2024 and March 2025. Employees at the GDOH who have not been paid were advised to submit grievances to the Labour Relations component of their institutions. Copies of the grievances are to be sent to mbusi.shibe@psa.co.za for monitoring purposes.

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