



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

29-05-2025

Non-payment of 37% *in lieu* of benefits for Interns

It has been brought to the PSA's attention by Intern Nurses, Intern Doctors, and COVID-19 fixed-term contract employees that the Gauteng Department of Health has stopped the payment of 37% *in lieu* of benefits. The 37% is an amount incorporated in the basic salary of Interns/Community Service Doctors and Nurses. The 37% has been removed from the said basic salaries by the Department.

This is viewed as a serious breach of contracts of employment and other prescripts governing the payment of benefits of the fixed-term employees. The PSA views this in a serious light and would like to deal with the issue as a matter of urgency. The PSA urges all employees who are employed by the Gauteng Department of Health on fixed-term contracts to immediately lodge formal grievances at the Labour Relations component at their institutions. The Labour Relations officials will acknowledge receipt of their grievance and give copies to aggrieved employees. All such copies should be sent to mbusi.shibe@psa.co.za.

The PSA will monitor whether the grievances are resolved amicably. Should these not be resolved for more than 30 working days, the PSA will lodge a dispute with the Bargaining Council to force the employer to pay all affected employees with retrospective effect.

Reuben Maleka
GENERAL MANAGER