



FOR PSA MEMBERS: **NORTHERN CAPE DEPARTMENT OF HEALTH**

03-09-2025

## Feedback: PSA bilateral meeting with Department of Health Head of Ministry

PSA members are aware of the impact of the Health Ombudsman report. Pursuant to the mentioned report (copy available at PSA Provincial Office in the Northern Cape), the PSA approached the Health Head of Ministry in a bilateral meeting on 2 September 2025. The MEC also graced the meeting, and the discussions points were as follows:

### **Inadequate safety and security at health institutions**

The PSA highlighted that of some 200 Health institution in the Northern Cape, a large percentage of those are not fenced, making entry of these premises uncontrolled, to the detriment of members' safety. The PSA also submitted that, whilst security services are in the process of being insourced, those private companies still functioning must be monitored properly to ensure optimal safety of employees at workplaces.

### **Inadequate facilitation of grievance procedure, resulting in high alternative dispute resolution cases**

This matter was differed to the follow-up meeting where the HOD and other officials from the Department will be invited. The next meeting is penciled for a date before end of September 2025.

### **Collapsed labour management forum in Northern Cape**

This is in protecting collective bargaining in the Northern Cape. Members will be updated on developments after the set follow-up meeting, as the HOD will be invited to the bilateral.

### **Training and development**

The PSA submitted that National Skills Fund (NSF) to which employees are contributing should be used towards upskilling employees. The PSA pointed out the need for suitably skilled nurses at the Northern Cape Mental Health Hospital as nurses functioning there must have advanced psychiatry. The PSA informed that of the 50 currently at the NCMHH only three are properly qualified to serve at that institution.

The PSA welcomes engagements between the Department and Sol Plaatjie University to start offering a four-year degree nursing program. The PSA applauds this move as a solution in respect of the shortage of nurses in the Province.

### **Community Health Workers (CHW)**

The PSA followed up on the promise by the Minister to appoint CHWs. The Department committed to appointing CHWs with matric permanently. The PSA submitted that those without matric should be afforded financial assistance to obtain matric and be upskilled for possible employment in future.

The PSA will update members on development. Non-members are invited to join the PSA by contacting Racquelle Mabindisa on 063 686 7653 or Mhlanguli Madubela on 082 880 8982.

Reuben Maleka  
GENERAL MANAGER