



FOR PSA MEMBERS: **NORTH WEST DEPARTMENT OF HEALTH**

23-05-2025

Feedback: Meeting between MEC and organised labour - 20 May 2025

A meeting between the MEC of Health and organised labour was held on 20 May 2025, and the following issues were discussed:

International Nurses Day

The Department will be hosting a special celebration in honor of International Nurses' Day, which will take place on Thursday, 22 May 2025, at Sun City Super Bowl, and will serve as a tribute to the tireless dedication, compassion, and professionalism of the nursing community. This celebration will be conducted in two distinctive parts, each offering a unique opportunity to reflect, honour, and celebrate the vital role of nurses in society. Each union will also be allowed to give a message of support.

Observers' status of unions: SMS interviews

The employer's position on this item is that the policy and legal framework does not specifically determine the actual role of organised labour during shortlisting and interview processes. Labour raised concerns that it is only attending interviews for levels 1 to 12 but not for SMS officials. The MEC requested time to respond to this request from labour as the Department of Health first wants to benchmark with other departments.

30% exceeding overtime

The employer confirmed that, to date, approximately 46 out of 106 officials have been compensated. It was also emphasised that any nurse working overtime is required to remain within the stipulated 30% overtime threshold. Previously, a task team, consisting of labour and the employer, was established to deal with the matter, but parties never met. The MEC requested the employer to arrange for the task team to meet as soon as possible and have the process finalised by November 2025.

Members will be informed of developments. For new membership please contact Nozi Monaisa on 082 880 8992 or Patience Poo on 082 880 8943.

Reuben Maleka
GENERAL MANAGER