



FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL  
BARGAINING COUNCIL LIMPOPO

15-12-2025

## Feedback: Limpopo PHSDSBC Chamber meeting – 5 December 2025

### **Organisational structure: Hospitals and clinics – Department of Health**

It was previously reported that the employer tabled the structure where inputs were requested. Labour indicated that it has not yet finalised consultation processes because of the vastness of the Province. The employer responded that it will not be possible to extend the consultation process as it is required to submit the request for approval to Treasury and the Office of the Premier as the structure must be implemented by 1 April 2026. Parties agreed that a Chamber task team be established to allow labour to further input during the process. Labour is to submit names of the task team by 12 December 2025 and report progress in the next meeting.

### **Monitoring: Implementation of signed PHSDSBC collective agreements**

The task team did not meet and will report in the next meeting.

### **Non-provision of uniforms: Emergency Medical Services personnel**

It was reported that the uniform was delivered. Labour raised concern about the safety boots that were delivered, which are not protective. The employer will investigate and report back to the Chamber.

### **Non-provision of uniforms: Forensic Pathology Officers**

It was reported that only Shift C and D will receive correct sizes as the others shift workers were issued with their correct sizes. The PSA enquired regarding boots distribution and the development of the departmental uniform policy. The employer responded that boots are awaited. The uniform policy is still at consultation with the principals.

### **Department of Health: Implementation of Head Office organisational structure**

The task team reported that a meeting was held in November 2025 and that approval for placement is for implementation on 1 April 2026 for 265 employees. There are currently 49 employees who cannot be placed but were given forms to choose where they need to be placed until 22 January 2026. Affected members are advised not to miss the deadline to submit where they want to be placed to avoid being placed anywhere.

### **Implementation: Averaging of working hours - Emergency Medical Services**

Members will recall that the employer previously tabled a collective agreement regarding the implementation of averaging of working hours for EMS. Labour reported that consultation is not yet finalised and will present input in the next meeting. Members are still requested to submit inputs to [patricia.matlhadisa@psa.co.za](mailto:patricia.matlhadisa@psa.co.za) on or before **26 January 2026**.

### **Reports: Advertising and filling of posts**

Posts were advertised as the Department of Health previously reported. The Department of Social Development submitted an update on the recruitment with circular numbers that 128 positions closed on 1 August 2025 and November 2025 to be filled for the financial year. A progress report is to be submitted in the next meeting.

### **Improvement: Social Worker offices**

It was reported that R15 million is budgeted to maintain 16 social welfare facilities and that the budget will not be enough for other facilities to be upgraded or maintained in the financial year.

### **Theft and Loss Policy: Department of Social Development**

Members will recall that the draft policy was previously presented and later withdrawn because the matter was tabled at the Provincial Coordinating Chamber. The employer brought it back after being withdrawn. It was agreed that inputs must be submitted on or before 23 January 2026. Members are requested to provide inputs on or before **10 January 2026** to [patricia.matlhadisa@psa.co.za](mailto:patricia.matlhadisa@psa.co.za).

### **Information and Communication Technology (ICT) Policies**

Labour requested more time to finalise consultation on the three draft ICT policies previously presented, which are end-user device as well as service and incident management draft policy. Parties agreed that inputs must be submitted by January 2026. Members are requested to submit their inputs to [patricia.matlhadisa@psa.co.za](mailto:patricia.matlhadisa@psa.co.za) on or before **10 January 2026**.

### **Relocation of Pharmaceutical Services**

It was reported that the new depo is operational and what is outstanding is the movement of employees. Further that majority of employees have been placed in hospitals, however, some are not yet placed and will still be afforded an opportunity to be placed.

### **Shortage of staff**

The employer reported that the vacancy rate is 71%. Labour raised concern regarding the high vacancy rate, and that the matter remains on the agenda. The employer responded that posts are still filled and progress report will be presented in the next meeting.

### **Unilateral change of qualification requirements**

Team Leader posts were previously advertised on salary level 6 with a Grade 12 as the education requirement. Although these posts are transversal position, the employer unilaterally changed these educational requirements of the said post. The employer is to report back in the next meeting as to whether these posts are transversal of nature.

### Clinics and hospitals knocking-off time

Organised labour reported that the employer is applying the same measures regarding knocking off times at the various institutions under the same department, not taking into consideration essential v non-essential services. To resolve this issue and to provide more clarity, the employer will issue a circular.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA acting Provincial Manager at [phillip.maponya@psa.co.za](mailto:phillip.maponya@psa.co.za) / *WhatsApp* 082 880 8967.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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