



**FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC) - LIMPOPO**

07-07-2025

Feedback: Special PHSDSBC Meeting – 1 July 2025

A special meeting between the Limpopo Department of Health and organised labour was held on 1 July 2025 at the request of organised labour to discuss the following:

Outstanding payment of overtime

The HOD informed organised labour that the issue of outstanding overtime payments had been ongoing for some time. As the Persal system was locked, the Department was unable to make payments. The Department had, however, since paid all affected officials. The HOD confirmed that she had signed a memo to effect payment. Labour representatives expressed concerns that they were not aware of the payments made to officials and requested a list of those who had been paid.

Translation of appointment of Professional Nurses

Labour representatives highlighted that a group of officials who had developed themselves privately were not being prioritised by the Department. These Nurses, now registered as Professional Nurses, were practicing in that capacity but were not being formally translated. The Department explained that the only way to address this would be through advertising the posts and allowing officials to contest for these. Labour proposed an internal advertisement to accommodate existing employees and to find a way on accommodating them on doing midwifery as it was now mandatory.

Departmental policy: Recruitment and Selection (2019)

Labour representatives expressed concerns that the introduction of this policy had abolished the opportunity of officials being afforded the opportunity to translate to other occupational classes in the Department, leading to stagnation for officials who had developed themselves. The Department agreed to review the policy.

Cross transfers

Organised labour requested that the process be expedited, as delays were causing unnecessary challenges. The Department agreed that officials experiencing difficulties with cross transfers should be escalated because the cross transfer is not supposed to take too long to be finalised. The HOD also emphasised that the cross transfer will be approved regardless of the salary difference if it is within the same rank/department and an analysis would be conducted by the end of July 2025.

Irregular EMS transfers

The Department highlighted that over 50% of EMS officials were not at their designated stations, compromising service delivery. Labour agreed that the matter needed to be resolved but emphasised the need for proper consultation and management of the process.

Study-leave guidelines: Selection of Nurses for training

The Department agreed that study-leave guidelines were outdated and required review. The provincial committee, in consultation with the district committee, would review guidelines to cover all categories.

Implementation: PHSDSBC Resolution 1/2022 on Provision of Uniforms for Nurses

The Department contracted a service provider for the provision of uniforms for the next three years. Organised labour requested that the service provider showcase samples before purchase to ensure quality. A committee, consisting of one union representative per union, will be formed to monitor the process of uniforms. The HOD also stated that if the service provider failed to meet the deadline of 30 September 2025, those who are not in possession of uniforms, would then be paid their uniform allowance.

Shift system: Medical Officers and Allied Health Professionals

Labour expressed concerns that the lack of a framework was compromising patient care and leading to workplace bullying. The Department indicated that it had adhered to a Court Order implementing shift work. All facilities affected by the shift system in terms of staff shortage would be given special attention.

Departmental Circular 14 of 2025

Labour highlighted that the Department was not implementing the Circular correctly, causing more harm than good. The Department agreed to look at the matter.

EMS: Code of Conduct

The Department noted a high incidence of misconduct in EMS and agreed that joint training was necessary to address the matter. The HOD referred the matter to the office of labour relations to be able to conduct a workshop on misconduct in the Department.

Members will be informed of developments.

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 acting PSA Provincial Manager at phillip.maponya@psa.co.za.

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

Reuben Maleka
GENERAL MANAGER