



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

05-06-2025

Update: Mpumalanga PHSDSBC Chamber meeting

The following agenda points were discussed:

Shortage of staff

The PSA complained about the conduct of the Mpumalanga Department of Health for terminating fixed-term contracts of employees who were employed in 2024 as community services professional nurses without prior consultation. The employees were supposed to be integrated into a permanent position of Professional Nurse. They were, however, downgraded to Assistant Nurses by the Ehlanzeni district, whilst in other districts they were automatically integrated into permanent positions as Professional Nurses. Their appointment at Ehlanzeni district is not in line with their scope of practice, as they are registered as Professional Nurses with the SANC. The employer is inconsistent with the appointment issue. The Department requested a list of affected employees to verify the information. The list was furnished, and feedback will be provided in the next Chamber meeting.

The employer also provided a report in terms of the improvement in filling vacant funded posts in the Department of Health and the Department of Social Development. The PSA emphasised the issue of prioritising lower category posts, which are at service delivery level. rather than SMS posts.

Decentralised and deinstitutionalised management of Multi-Drug-Resistant TB Service: Mpumalanga Department of Health

As previously reported, the employer is in the process of consulting organised labour regarding decentralisation and deinstitutionalisation of Multi-Drug-Resistant TB Service in the Mpumalanga Department of Health. A task team was established to deal with this item. A report was submitted to the Chamber by the task team, however the Chamber did not adopt the report and indicated that the task team must go back to consult with affected employees. The task team will then provide a report that will cover the outcome of the consultation process in the next Chamber meeting.

Safety of employees: Department of Health

Members will recall that the PSA sponsored this item in the Chamber because of the rising number of safety breaches reported in the Mpumalanga Department of Health. The PSA is concerned about the number of incidents reported in the Province, showing that most health facilities are not safe. Hijackings,

robberies, and violent incidents in health facilities are the most recent predicaments that affect normal operation of health facilities. The employer requested an urgent meeting with organised labour and the Department of Community Safety and Liaison to find an amicable solution regarding the issue of the unsafe working environment in the Department of Health. The outcome of the meeting will be shared in the next Chamber meeting.

Standardised shift work

Members will recall that it was previously reported that organised labour demanded that the employer must halt the process of implementing the draft of the proposed standardised shift working hours. The employer committed to halting the process and the task team report was also presented but not adopted by the Chamber. The task team was requested to consider other factors and not to deviate from members' contract of employment. The task team will table an amended report at the next Chamber meeting.

Employees interested in joining the PSA are requested to contact the following PSA employees for assistance: Sylvia.Watkins@psa.co.za / 082 880 8941, Thandiwe.Mziyako@psa.co.za / 060 962 8512, or the PSA Provincial Office in Nelspruit on (013) 741 7500.

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GENERAL MANAGER