



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

11-06-2025

Feedback: Western Cape PHSDSBC Chamber meeting

Patient Care Assistants

Organised labour raised concern regarding the influx of Patient Care Assistants in the Department of Health and Wellness. The employer has also advertised these posts as part of internships offered in an Expanded Works Programme (EPWP). Nurses informed the employer that these Assistants are completing/executing the duties of registered nurses without the official competency or professional registration. This places patients at high risk and the employer open for liability costs. The employer was not in a position to respond and will provide feedback at the upcoming task team meeting.

Safety of staff

The Western Cape Chamber has established a task team with the sole responsibility of addressing staff safety issues. Parties agreed that this team will align its focus, where need be, with that of the Coordinating Provincial Chamber of the Western Cape to promote 'cross- pollination', ensuring the efficient utilisation of the necessary safety resources. This is in addition to Departments' 'risk-specific' needs. The employer will provide labour with an updated safety report at the upcoming task team meeting.

PHSDSBC Resolution 3/2019: Annual registration

The employer has informed labour that all annual registration payments are up to date. Affected professional staff members have received their Annual Practicing Certificate (APC). The employer will provide labour with a report reflecting the above.

PHSDSBC Resolution 1/2023: Nursing Uniform Allowance

The employer is unable to provide the nursing uniform for 2025. It will be providing nurses with a uniform allowance before 30 November 2025. The employer has referred the matter back to National Health for a directive on the way forward. Organised labour voiced disappointment with the employer for the repeated failure to meet its obligation as per the agreement. The employer noted the concern and assured organised labour that the core reason for the delay was to ensure that a service provider who can provide a 'quality uniform' be contracted. Labour will be consulted prior to the production of uniforms.

PHSDSBC Resolution 2/2023: Token of Appreciation

The Resolution pertaining to the payment of a token of appreciation for exemplary services rendered by staff during the COVID-19 pandemic has now lapsed. The employer will provide organised labour with an updated report at the upcoming task team meeting.

Minimum Service Agreement (MSA): Essential Services Committee (ESC) - Social Development

The Essential Services Committee has directed the Department of Social Development and organised labour to conclude a Minimum Service Agreement. The employer provided organised labour with a draft proposal and indicated that it is ready to commence with the consultation process. Organised labour requested a Special Chamber meeting. This will provide it with adequate time to research the tabled proposal. Parties agreed to commence the consultation process on 26 June 2025.

Micro-Design Project (MDP) - part 2: Department of Health and Wellness

Members will recall that the amendments to the macro-organisational structure, as recommended in the Management Efficiency Alignment Project (MEAP) report, was implemented in 2020 and senior management staff (SMS) were matched and placed into their respective positions as per the approved macro structure. Following the MEAP, the employer embarked on the MDP project to assess the degree of alignment between macro and micro functions of the Department and address any functional alignment gaps at the strategic MESO (S-MESO) and operational MESO (O-MESO) levels. The project would then follow a staggered, two-phased approach.

- **Phase 1** dealt with the *Micro Alignment for Operational Coherence*. This spoke to the alignment of the entire organisational structure of the Department to the approved MEAP macro structure – moving components (wholesale) to where they will logically report to whereafter the functions of the micro component were be reformulated and amended to align it accordingly. This was implemented after due consultation with organised labour.
- **Phase 2** of the staggered approach has now commenced. It speaks to *Micro Design Optimisation*. This phase will address the individual functional areas as prioritised by the Department - not a once-off for the Department as a whole approach. The employer presented its proposal for the optimisation and service redesign of the Chief Directorate: SCM and Chief Directorate FIM: Infrastructure Sourcing. Organised labour acknowledged the presentation and are now having to consult members to obtain a mandate in response to the proposal.

The next Chamber meeting is scheduled for **14 August 2025**.

Employees in Public Health and Social Development Sector are called upon to join PSA as the Union continues protecting their rights and promoting their interests. Members wanting to raise any employment concerns should contact the PSA Labour Relations Officer at angelo.fisher@psa.co.za.

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