



FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF HEALTH (GDOH)**

13-03-2026

Feedback: GDOH Provincial multilateral meeting

PMDS 2023/24- and 2024/25-financial years

Members will recall that the Gauteng Department of Health has not implemented pay progression and grade progression for the 2023/24- and 2024/25-financial years. The employer reported that the moderation of performance assessments was concluded on 30 November 2025. Pay progression and grade progression were fully implemented to all qualifying employees on 16 February 2026. The PSA is, however, concerned that there are employees who are not complying with the submissions of PMDS documents within a prescribed timeframe. The PSA urges members to submit PMDS documents within the prescribed timeframe, even if members are on a ceiling of their salary level.

Unbearable working condition: Ekurhuleni Central Dispensing Unit

The PSA has been continuously raising concerns regarding conditions experienced by PSA members at Ekurhuleni Central Dispensing Unit (ECDU). The employer acknowledged that there are occupational health and safety challenges at ECDU and that it is currently busy with resolving structural improvement issues. The PSA objected to the content of the report as being misleading. The PSA demanded a joint inspection of the premises to allow all members of the multilateral to be kept informed of the improvement that the employer is referring to. It was resolved that the joint inspection will take place by 25 March 2026. Members will be informed of developments.

Establishment: Provincial Employment Equity Committee

Parties agreed to remove this item from the agenda, as the employer has already granted labour time to consult with members on the matter. The PSA raised concerns that the employer unilaterally established the Employment Equity Committee (EEC) without the involvement of the PSA. The employer accepted that there was an omission in respect of involving the PSA in the EEC. The employer allowed the PSA to submit names of representatives to promote the interests of its members in EEC meetings.

Reuben Maleka
GENERAL MANAGER