



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

19-06-2026

Feedback: Limpopo special PHSDSBC Chamber meeting

Organisational structure: Hospitals and clinics - Department of Health

It was previously reported that the structure will be retrieved from Office of the Premier for proper review. This was as result of labour raising concerns that the process had not been properly consulted. Parties agreed to hold a special Chamber meeting before the end of June to finalise the discussion.

Non-provision of uniforms: Emergency Medical Services

It was reported that uniforms have been received and distributed, however, there were challenges regarding sizes. Labour requested that the employer must provide a progress report outlining how the sizing issues will be resolved in ensuring that all personnel receive correct fitting uniform as per the collective agreement.

Improvement: Social Worker offices

It was previously 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. It was reported that offices are currently being renovated and with satisfaction with progress made thus far. Labour disputed the progress as there are offices that are still congested with two or more Social Workers sharing an office, thus compromising client confidentiality. Labour maintained that there are more offices that require attention. It was agreed that labour must provide a report on offices that are congested. The PSA call on Social Workers impacted by congested and shared offices to submit the name of the office to Stanley.Tshisevhe@psaftob.co.za on or before **10 July 2026**.

Lack of skills development for other categories of employees - Department of Health

It was reported that there is lack of skill development for other categories of employees in the Department. That policy is still being developed. Parties agreed to discuss this in detail during a special meeting to ensure that all categories of employees are provided with opportunities for skills development in line with collective agreements.

Withdrawal of internal memo/policy on ambulances and ambulance shortage

It was previously reported that the PSA tabled the matter and presented that members were permanently allocated ambulances, which prevented other personnel from utilising these and that the memo/policy

must be withdrawn. It was reported that ambulances are no longer allocated on a permanent basis but temporary. The status is that keys are to be left with the shift or station manager when knocking off. Labour requested the employer to issue another memo explaining the current working conditions and consider withdrawing the current memo.

EMS overtime

The employer made a presentation on the draft standard operating procedure (SOP) standardising overtime. This was prompted by labour after raising disparities in terms of overtime where districts handled it differently and misunderstanding in terms of how hours are calculated. Labour noted the presentation, will consult with member and provide inputs in the next meeting. Members are requested to submit inputs regarding the SOP to Stanley.Tshisevhe@psaftob.co.za on or before **10 July 2026**. The SOP is *attached* for easy reference.

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.

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