



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

12-08-2026

Feedback: Limpopo special PHSDSBC Chamber meeting – 6 August 2026

Monitoring of PHSDSBC Resolution 3/2019

The task team presented that the Department of Health submitted a statutory deduction report - outstanding issues include two deregistered nurses, 14 nurses with IDs not found by the Council, 70 HPCSA error messages requiring investigation. Labour argued that investigations should not focus only on nurses and that concern raised regarding doctors allegedly affected by non-payment of professional council fees, including a doctor allegedly suspended and later dismissed. It was resolved that the task team confirmed that all categories, including doctors under the HPCSA, would be investigated and that labour would submit names and details of affected employees.

Department of Health: Organisational structure

Members will note that some employees were placed after the approval and implementation of the new organisational structure for head office. Those not placed will wait for hospitals' structure to be approved. It was reported that approximately 70 employees remain unplaced with pending approval and that the *status quo* remains. The task team is to monitor developments.

Non-provision of uniforms: Emergency Medical Services (EMS)

It was reported that shirts, trousers, and jackets have largely been distributed. The outstanding issue relates to caps and correct boot sizes. Concerns regarding the uniform quality were escalated to the National Department. Labour welcomed the progress pending the delivery of outstanding items.

Provisioning of uniforms/PPE: Forensic Pathology employees

It was reported that the policy was still work in progress and expected to be finalised around October. Most uniforms were distributed and only five officials experienced size-related problems, which were corrected. Labour noted the report and item retained pending finalisation of the policy.

Implementation of averaging of working hours: EMS

Members will recall that the employer made a presentation for averaging of working hours collective agreement. The agreement, once approved, will change the way EMS perform duties in terms of hours. Labour requested for extension to further consult with members and give feedback in the next meeting.

Report: Advertising and filling of posts

Members will note that the employer must report on a quarterly basis on advertising and filling of posts. It was reported that the quarter has not come to an end, hence the employer will report during the October meeting.

Improvement: Social Worker offices

It was reported that the employer received the list of affected offices from labour. The infrastructure unit is still consolidating information. The PSA's concern was that some facilities lack security personnel. The employer is to provide a detailed report for the next meeting.

Skills development for other categories of employees: Department of Health

It was reported that reports on training beneficiaries and AET programmes were circulated. Labour indicated that some reports had not been fully considered. It was agreed that the employer would recirculate information, where necessary, and labour would input.

Withdrawal of internal memo/policy on ambulances and ambulance shortage

It was reported that the existing allocation system remained unchanged. However, the new circular introduced controls and checklists to manage ambulance handovers. Labour wanted clarity on practical implementation and that circumstances had changed owing to the acquisition of additional ambulances. It was agreed that labour would consult members regarding the new circular and give feedback.

EMS overtime

It was reported that the employer SOP is withdrawn as the employer will not negotiate on administrative issues. That the same SOP has been implemented from 1 August 2026. Labour reserved rights but did not object to the removal.

Employment equity plan: Department of Health

Labour reported that the consultation process was still underway and was to provide inputs.

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