

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

05-11-2019

## Feedback: PHSDSBC LIMPOPO

### **Out-sourcing of Management and Warehousing of Medical and Surgical Sundries (Warehouse Programme)**

Labour met with the MEC and the issue of outsourcing was discussed. The employer was advised to table the matter at the appropriate forum. The employer reported that the Depot does not meet the requirements to be utilized for warehousing of medicines, hence the need for a new building inclusive of a system to be managed by the service provider. The depot will also include a re-packing unit that does not form part of the current depot. More information will be provided to enable proper consultation.

### **Filling; Vacant funded posts**

Upon advertisement of posts through *Circular 53 of 2019*, the process of shortlisting commenced. Although there was a delay, in the next two weeks interviews will be finalized. Successful candidates will start in December 2019 as per Treasury approval. The PSA was concerned about the process and cautioned the employer about compliance with *Circular 94 of 2014*, which directs that interviews should be conducted at institutions where vacancies exist. This provision was, amongst others, ignored by the employer.

### **Implementation: PHSDSBC Resolution 1/2018**

The employer submitted final report for implementation. Should members encounter problems with the implementation, they are advised to contact the PSA Provincial Office for assistance.

### **Non-supply of uniform and protective clothing: Forensic Pathology Officers**

The employer reported that uniforms were delivered last week, and distribution will ensue soonest.

### **Safety of members: Department of Health and Social Development institutions**

The employer presented a progress report that was noted by labour. A final report on implementation of safety standards will be presented in due course.

### **Workforce management system**

Labour rejected the workforce management system although the employer is determined to implement this despite labour's stance. The employer was cautioned that implementation of a rejected plan will be tantamount to arrogance and total disregard of the spirit of collective bargaining. The PSA reserved its rights.

### **Non-payment of overtime: Forensic Pathologists**

The employer reported that budget was allocated for outstanding overtime. The payment process will be done in November 2019.

### **Non-payment of PMDS: 2018/19-financial year**

The employer reported that moderation was finalised and Treasury is busy with the budget. The employer assured labour that the PMDS payment will be finalised by December 2019.

### **Moratorium: Transfers of employees**

The employer reported that members whose cross-transfer applications were rejected should resubmit for consideration. The Standard Operating Procedure that will include normal transfer is being developed.

### **Draft Agreement: Averaging of working hours for Emergency Medical Services Shift Workers**

Members should note that there will be no averaging of working hours and members will continue working according to their contract of employment.

### **Non-compliance with working hours including lunch**

The employer reported that the team is still busy with the investigations and will provide detailed report in the next meeting.

### **Shortage of ambulances: Health facilities**

The employer made a presentation that R26m has been set aside to procure ambulances, buses and other vehicles.

### **Information: Staffing levels, human-resources cost and other expenditure - Department of Health and Social Development**

The PSA tabled the matter and requested for more information such as structure currently used, vacant positions, and currently in process to be filled, tenders advertised, amount spent on labour-related cases as well as fruitless and wasteful expenditure. This comes after the PSA noted that members are being overworked as posts are not filled. In addition, the structure as compared to employees working is not the same and 80% of the budget goes to compensation of employees. The employer responded that report will be submitted in the next meeting.

**Members should note that all Social Development (SD) matters were not discussed as the representative was not available. All these outstanding issues will be discussed in the next meeting.**

Ivan Fredericks  
GENERAL MANAGER