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FOR PSA MEMBERS: FREE STATE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)

23-07-2024

Feedback: Free State PHSDSBC Chamber

Performance Management and Development System (PMDS)

The Free State Health Department has confirmed it is now up to date with all outstanding payments and grade progressions from previous years, with only 70 individual cases awaiting approval from the Department of Treasury for processing. Implementation of the current cycle of pay and grade progression is scheduled for 1 July 2024. However, there are compliance concerns as not all Districts and Hospitals have submitted their employees' PMDS documents to Human Resources. The Department is actively addressing this issue to ensure timely processing. The Social Development Moderating Committee convened on 12 July 2024 and is seeking approval for the release of PMDS-related payments.

Occupational Health and Safety Committee (OHS)

Concerns persist regarding the effectiveness of Occupational Health and Safety Committees at Free State Health and Social Development Departments. Labour representatives have questioned their functionality, particularly in light of recent fire outbreaks at the National District Hospital and various clinics across the Free State. Employee health and safety must be prioritised, highlighting deficiencies in the OHS committees' operations. Members are encouraged to report health and safety concerns to the PSA for prompt resolution.

Outstanding overtime payments: 2017/18

The Free State Department of Health has requested approval from the Department of Public Service and Administration (DPSA) to settle outstanding overtime payments for the 2017/18 period. However, challenges persist regarding historical overtime payments dating back to 2012/13 for Emergency Medical Services (EMS) personnel. Payment for such old overtime claims is restricted under the *Public Finance Management Act*, pending further proposals from the Department.

Out-of-adjustment Nurses

Acknowledging registered Nurses working at levels exceeding their current salary grades, the Department of Health clarified that unless these Nurses apply for advertised positions at higher levels, their salary scales cannot be adjusted.

Departmental policies

In response to workforce management challenges, the Free State Department of Health has adopted new policies to enhance operational efficiency and employee satisfaction, including:

- Retention Strategy Policy
- Working Hours Policy
- Acting in Higher Post Policy

Reuben Maleka
GENERAL MANAGER