

## Feedback: Limpopo PHSDSBC Chamber meeting – 22 August 2024

### **Planned Patient Transport (PPT) Terms and Conditions of Employment prior to transfer to EMS**

The task team reported that a meeting was held with the HOD on 21 August 2024, and that calculations were made to determine the cost implication of the planned transfer. It was further reported that some employees were not at a disadvantage when transferred to EMS and translated to the occupational-specific dispensation (OSD) on higher notches. Further, those two areas still need to be refined, especially for employees on Grade 2 with or without qualifications in terms of grade progression. Lastly, to consider if it will be possible to upgrade them to Grade 3 as they are already on the same salary level but on Grade 2.

### **Non-provision of uniforms: Emergency Medical Services and Forensic Pathology Officer**

It was reported that the contract in respect of the provision of uniforms had to be cancelled as the service provider could not manage the order. It was further reported that the employer wrote to the national office, requesting to participate in the procurement of the uniforms. Upon the PSA's enquiry on what measures are in place to ensure that members will be provided with uniforms, the employer responded that there is nothing it can do as it must follow all the required processes and once its attempts fail, it can look at other options. Further, it does not know how long the process will take in terms of time frame.

### **Backup power system: Clinics and hospitals**

The employer submitted a report for all five districts, which included Sekhukhune and Capricorn, wishing to service generators but cannot do so as a result of insufficient budget. The report showed that priority was given to the need for service delivery. However, for the remaining three districts, Waterberg, Mopani and Vhembe, there was sufficient budget for the servicing of such generators.

### **Department of Health: implementation of head office structure**

It was reported that the implementation stage of the structure will start and there is a task team that will deal with it and that the PSA, and others will be invited during the said meetings. The purpose of the task team is to pencil the movement of affected employees, however, the normal movement will be implemented in April 2025.

### Department of Social Development: Restructuring without consultation

Members will recall that inputs were requested to be submitted on or before 1 July 2024. Labour requested extension to finalise the mandate process. Members are therefore requested to submit input on or before **20 September 2024** to [patricia.matlhadisa@psa.co.za](mailto:patricia.matlhadisa@psa.co.za)

### Department of Social Development: Review of Monitoring and Evaluation Policy

Members will recall that it was reported that the employer made a presentation that the said policy was approved in 2021, and the review was to change the medium-term strategy framework to a medium-term development plan. Labour gave the employer the go ahead on the change and the matter was removed from agenda.

### Establishment: Task team to monitor implementation of PHSDSBC Resolution 1 and 2/2023 and 3/2019

The Secretary reported that she received nominations from the PSA and other two unions and that there was one union that did not submit nominations. The PSA submitted the names of Ms Maluleke and Mr Tshisevhe to be part of the task team in monitoring the resolutions.

### Draft collective agreement on compressed working week

Members will recall that it was reported that labour tabled the matter and later the employer tabled the policy, which included section 12 for averaging hours of work. The PSA and other unions did not agree on the inclusion of section 12 and requested the employer to seek mandate on the exclusion. The employer reported that there is no agreement, and that the policy will stand, provided section 12 is included. The PSA and others responded that they do not agree as section 12 will prejudice members and subsequently, the employer withdrew the matter from the agenda. This means that members will continue to perform duties, including overtime, without any changes.

On the sentence I'm struggling through the phone.it must read the PSA and other union did not agree on the inclusion of section 12 and requested employer to seek mandate on the exclusion.

### Theft and Loss Policy: Department of Social Development

The employer made a presentation that the purpose is to provide for instances of theft, losses, and damage to state property as well as ensuring that all effective and appropriate steps are taken to identify and report on all losses incurred. These will include car accidents, theft of assets, fruitless expenditure, payment of interest, traffic fines, not staying at booked accommodation, missed booked transportation, misuse of fuel card, and theft of accessories. The draft policy is *attached* for ease of reference. Members are requested to submit inputs on or before **20 September 2024** to [patricia.matlhadisa@psa.co.za](mailto:patricia.matlhadisa@psa.co.za).

Members will be informed of developments.

Employees who wish to join the PSA should contact Paulina Moloto on 082 880 8957, Lawrence Muvhango on 082 880 8995 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka  
GENERAL MANAGER