

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

10-10-2024

## Update: Mpumalanga PHSDSBC special Chamber meeting - 7 October 2024

The following agenda points were discussed:

### **Mpumalanga College of nursing intake 2024**

As previously reported, the Provincial Skills Development Committee meeting was convened on 17 September 2024, whereby labour could not agree with the employer in terms of the number of applicants to be recommended for this program. The employer indicated that the concession, which the Council on Higher Education (CHE) granted in April 2022, directed that Mpumalanga Province's intake at the Nursing College should have 50% of external applicants to be recommended and 50% of internal applicants. Labour was not in agreement with the employer's notion to change this, hence the special Chamber meeting was convened on the date mentioned above. Both parties deliberated on the matter and documentary evidence was presented by labour that proves that the period for the expiry of the concession is 2025. The PSA is proud to announce that the Union was successful in its stance that the expiry date of the CHE concession is next year (2025) and the intake for 2025 will still be 50/50. The PSA also demanded that the employer submits a request to the CHE for the extension of such concession.

### **Shortage of staff**

Through the pressure that the PSA exerted on the employer regarding the filling of non-OSD posts that have not yet been filled in the current financial year, the employer reported that it has obtained approval for non-OSD posts from the Provincial Treasurer. The advertisement for vacant posts will be issued before 4 October 2024.

### **COVID contract workers**

The employer committed to extending the contract of employees who were appointed as COVID-19 contract workers. It was agreed between parties that these contract workers would continue to work for the Department until the end of December 2024, whilst the employer is still sourcing funding. Parties will continue with negotiations so that these employees can be appointed permanently.

### **Pay progression**

The PSA requires that pay progression be paid no later than the end of October 2024. It was supposed to be paid in July, and the employer has agreed to the PSA's request.

### **Standardised shift work**

It was previously reported that labour demanded that the employer must halt the process of implementing the draft of the proposed standardised shift working hours and demanded that it must issue a circular to that effect. The employer committed to halting the process and to present a task team report on this matter before the next Chamber meeting.

### **Safety of employees in Health and Social Development facilities**

The PSA sponsored this item in the Chamber. The employer reported that it will soon announce a date of the safety summit for the province, with all relevant stakeholders. An update will be given to members regarding the above issue before the next Chamber meeting.

Any employee interested in joining the PSA is requested to contact the following PSA employees for assistance: [Sylvia.Watkins@psa.co.za](mailto:Sylvia.Watkins@psa.co.za) / 082 880 8941, [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za) / 060 962 8512 or the PSA's Nelspruit Office on (013) 741 7500.

Reuben Maleka  
GENERAL MANAGER