

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

19-06-2024

## Feedback: PHSDSBC Chamber Meeting – 14 June 2024

The following agenda items were discussed.

### Safety

The safety of staff is an ongoing concern in the Western Cape, especially when it comes to service delivery in the Red Zone areas. The employer submitted its quarterly updates and requested that this matter be taken off the agenda. Organised Labour objected to this proposal as the matter is found wanting in as far as putting a constructive plan in place to address this issue. The PSA recommended that this matter follows a two (2) pronged approach:

- The employer escalate the concerns to the Director-General: Office of the Premier for an urgent engagement since this is clearly a provincial issue, and
- IMLC's to prioritise this matter. This will allow shop stewards to keep chamber representatives alert to situations as they arise.

Both Social Development and Health noted the proposal and indicated that they will revert to their principals to provide Organised Labour with a response. PSA Shop Stewards are called on to keep their finger on the pulse regarding this issue and to contact the PSA office immediately should the need arise. For now, the matter remains on the agenda.

### Movement of Worcester Community Development Centre DC MOU to Worcester Hospital

Parties deem this matter as having been duly consulted and to be implemented.

### Head Office Registry – OD report

The Department of Health and Wellness presented a review and optimisation of the micro capacity for the Head Office Registry. This is to bring alignment to the Micro Design Project and the component will fall within the ambit of the Chief Directorate People Management. Parties deem this matter as having been duly consulted and to be implemented.

### Danger Allowance: Probation Officers and Assistant Probation Officers

Outstanding payments relating to the above should be reported to the PSA provincial office.

### Task Team Monitoring Implementation of PHSDSBC Resolutions Report

Both the Departments reported that all registrations for the various professional occupations have been concluded for 2024. The Department of Social Development indicated that it is in the process of running an eighteen (18) month learnership program for Child and Youth Care Workers as from May 2024.

### **PHSDSBC Resolution 3 of 2019: Deductions**

Both the Departments reported that all registrations for the various professional occupations have been concluded for 2024. The Department of Social Development indicated that it is in the process of running an eighteen (18) month learnership program for Child and Youth Care Workers as from May 2024.

### **PHSDCBC Resolution 1 of 2019: Organisational Rights**

The employer indicated that the Resolution will now be fully implemented. The IMLC's are to be governed by the Memorandum of Understanding concluded in July 2022 between the Western Cape Government and Organised Labour.

### **PSCBC Resolution 1 of 2003: Disciplinary code**

The Department of Health and Wellness indicated that it will be running a workshop regarding the above, of which it welcomes Organised Labour to be a part. Organised Labour welcomes the invitation as this will ensure a unified application of the disciplinary code.

### **PHSDSBC Resolution 1 of 2023: Nursing Uniform**

The employer indicated that it will not be ready to meet the implementation date of 1 September 2024. Staff will be receiving their nursing allowance for 2024/2025.

### **PHSDSBC Resolution 2 of 2023**

The employer has implemented the Resolution. National PHSDBC has also called for additional inputs to review the Agreement. Members were called on to provide inputs via their branch. For now, the current Agreement stands.

Members are encouraged to engage collectively at the various IMLC's and to bring unresolved collective issues to the attention of the Labour relations Officer: [angelo.fisher@psa.co.za](mailto:angelo.fisher@psa.co.za).

The next chamber meeting will be held on 15 August 2024.

Reuben Maleka  
GENERAL MANAGER