



# INFORMUS

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

22-08-2024

## Update: Western Cape PHSDSBC

### Safety of staff

Staff safety remains a provincial priority in the PHSDSBC. The Department of Health and Wellness informed labour that a functionality audit of all Health Interstate Medical Licensure Compact (IMLCs) is currently underway. Parties agreed that a workshop be held regarding the operations of IMLCs, with the primary objective being to resolve matters at the lowest level (institutions). The workshop is set for 16 September 2024.

The issue of driving GG licensed vehicles remains a threat to staff. The Department of Health informed labour that it regarded all areas as high risk and is providing anti-hijacking workshops for affected staff. The Department of Social Development agreed in principle to remove the GG-vehicle licences from its fleet of vehicles. Labour will be provided with further details once approval has been granted.

### PHSDSBC Resolution 3/2019 vs OSD Resolution 1/2008 – Registration (CYCW)

In terms of the Occupational-Specific Dispensation PHSDSBC Resolution 1/2009, Child and Youth Care Workers (CYCW) are not required to be registered by the South African Council for Social Service Professions (SACSSP) - it is not an inherent requirement. To the contrary, the *Social Service Professions Act 110 of 1978 (SSPA)* and regulations thereto state that *'every child and youth care worker (auxiliary category of registration) must be registered with the South African Council for Social Service Professions (SACSSP) as a pre-requisite to practice his or her profession. A CYCW who is not registered with the SACSSP is not allowed to practice and if he or she does practice without being registered, he or she is guilty of an offence in terms of section 16 of the Act.'* Labour raised concern regarding the implications of the said legal impediment. The Department of Social Development stated that it is not bound by the appointment requirement set out by the SSPA but by that of PHSDSBC Resolution 1/2009. Staff currently practicing as CYCW will therefore continue to enjoy all their terms and conditions of employment and not be prejudiced by the legislative requirement. Parties will escalate the concern to its national offices for further handling.

### Nurses uniform allowance

PHSDSBC Resolution 1/2023 refers. The Department of Health and Social Development indicated that it is not able to provide staff with nursing uniforms by 1 September 2024. The uniform allowance will therefore be paid out to staff by end of November 2024.

### **Token of appreciation: EMS**

EMS members raised the concern that they are losing their eight hours overtime when taking the five days token of appreciation as per PHSDSBC Resolution 2/2023. Labour put it to the employer that this is prejudicing its members as the once-off benefit should not be weighed up against the ongoing contractual hours of work. Parties reached a deadlock on the matter, and it will be referred to the relevant dispute-resolution body for conciliation.

### **Forensic Pathology Managers: Upgrading**

PSA members lodged grievances, requesting the upgrading of their posts. Being a matter of mutual interest, the matter was tabled at the Chamber. The employer refused to engage on the issue, stating that it does not have jurisdiction to discuss the matter at Chamber level as it is a national matter. The PSA disagreed with this position. The matter is now deemed as having reached a deadlock and will be referred to the relevant dispute-resolution body for conciliation.

The next Chamber meeting is scheduled for 10 October 2024.

Members are encouraged to continue utilising their IMLC platforms to raise any collective concerns via their shop stewards.

Reuben Maleka  
GENERAL MANAGER