



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

13-02-2025

Feedback: Gauteng PHSDSBC Chamber

PMDS: 2023/24-financial year

Members employed by the Gauteng Department of Social Development have their pay progression and grade progression structured in line with the PMDS policy for the 2023/24-financial year. Meanwhile, the Gauteng Department of Health has not applied the PMDS policy accordingly for benefit of its employees for 2023/24-financial year. The PSA has serious concerns about this matter and placed it as an agenda item at the Gauteng Provincial Chamber. This means that the Gauteng Department of Health is obliged to comply with the PMDS policy and will be required to give feedback to the PSA during the monthly multilateral forum meetings.

Gauteng Department of Health: Organisational structure review

Members will recall from the previous communication that the Gauteng Department of Health is in the process of reviewing the organisational structure. Inputs were provided at tertiary hospitals during consultation meetings in 2024. Local representatives of the PSA were invited for inputs. Consultation meetings were due to take place on 10 February 2025 for academic hospitals. PSA representatives at all academic hospitals were invited to attend the consultative forum for inputs.

Verification of employees: Gauteng Department of Health

In previous communication, members were informed by the PSA to comply with the verification of employees at the Gauteng Department of Health. This process started in August 2024 and continues. The process is designed to identify if there are ghost employees in the Gauteng Department of Health. PSA members are still encouraged to comply with the verification process to avoid termination of their employment.

Non-compliance with Provincial *Circular 5 of 2019* and section 14 of *BCEA*: Gauteng Health

The PSA continues to have concerns regarding the non-compliance by the Gauteng Department of Health with the section 14 of the *BCEA* and Provincial *Circular 5 of 2019*. The *Circular* dictates that shift workers should work 60 hours per month and hours in excess should be considered as paid overtime. There are institutions in the Gauteng Department of Health that were identified as non-compliant. Working hours were adjusted accordingly, except for Emergency Medical Services (EMS). The working hours consultation process is at an advanced stage for EMS employees. PSA members working at institutions

that non-compliant with *Circular 5 of 2019* and section 14 of *BCEA* must send details to mbusi.shibe@psa.co.za or poni.rakgalakane@psaftss.co.za.

Members will be updated on developments.

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GENERAL MANAGER