



FOR PSA MEMBERS: KWAZULU-NATAL (KZN) DEPARTMENT OF HEALTH
(PIETERMARITZBURG AREA)

Feedback: KZN Ladysmith Regional Hospital multilateral meeting – 18 March 2025

The PSA, together with other recognised unions, was invited to attend a multilateral meeting between Ladysmith Hospital management and a delegation from KZN Health Head Office scheduled for 18 March 2025. The purpose of the meeting was to have a meeting between the Hospital Board and organised Labour and a second meeting between organised labour and a delegation from Head Office, which was represented by the Labour Relations Component, and Chief Director for Hospital Services.

In the first meeting, the Chairperson of the Hospital Board indicated that they first had a meeting with management and wanted to hear about the side of organised labour on what is happening at the Hospital as they noticed that there is picketing during lunchtime. The Chairperson further indicated that the MEC had delegated a representative to hear organised labour's concerns, which will be taken back to the MEC for a resolution.

Organised labour reported to the Hospital Board the unbecoming behaviour displayed by the Ladysmith Hospital CEO, Mr KZ Dlamini, ever since he arrived at the Hospital in October 2024. Organised labour reported to the Hospital Board, amongst others, the following:

- Mr Dlamini, the CEO, had disrespected organised labour and the entire management of Ladysmith Hospital by violating the terms and conditions of employment of employees and calling management his helpers.
- Seven days following his arrival, Mr Dlamini indicated to employees that he came to Ladysmith Hospital to deal with shop stewards as he was going to be a fire extinguisher, *i.e.*, getting rid of them from the Hospital.
- He had taken away the functions of various managers' components and reduced their responsibilities in terms of making decisions and changing the way employees work in their portfolios.
- He deserted his own functions of managing the health institution efficiently and effectively and placed his focus on the functions of other managers.
- He has changed the scope of practice for various occupations, for instance, by instructing Pharmacy Assistants to perform porter duties, nurses to remove patient scripts from wards to the pharmacy, a function that was previously conducted by hospital porters without fail. The changes that he had

implemented without consulting affected employees, caused a lot of unhappiness amongst employees at the Hospital.

- He instructed sick patients to fetch medication from the pharmacy whilst they are sick and weak – some patients would fall whilst waiting for medication.
- Mr Dlamini has instructed managers to give all employees a score of 2 on their EPMDs as not even one employee in the Institution deserves a score of 3.
- Some of the Hospital managers and nurses have already expressed their desire to leave the Hospital by either resigning and/or leaving the Hospital through transfers owing to unhappiness.
- Employees had resorted to embark to lunch-hour picketing to voice dissatisfaction with the CEO's conduct.
- There are also allegations that Mr Dlamini has brought in or employed people without following recruitment channels of the Hospital.
- Mr Dlamini has rendered the Hospital unstable as he sought to divide and rule employees, threatened shop stewards with dismissal, intimidated employees, and instilled fear amongst employees of the Hospital.

The Hospital Board Chairperson and MEC representative indicated that they would compile reports that will be submitted to the HOD and MEC respectively for a decision to be taken in the matter.

Immediately after the meeting with the Hospital Board, the Multilateral Meeting with KZN Health Head Office followed, which discussed two main issues as follows:

- State of the Hospital
- Engagement between parties in the Hospital (Labour and Management)

The Chairperson of the Multilateral Meeting called the meeting because of the email received from the IMLC Chairperson who reported that the IMLC that took place on 7 February 2025 had collapsed owing to disagreements between organised labour and the CEO. Organised labour was given a chance again to ventilate the concerns regarding the CEO, as set out above. The PSA indicated in terms of the Department of Public Service and Administration (DPSA) job description for Chief Executive Officer of Hospitals, the primary purpose of a CEO is to manage the institution efficiently and effectively, in terms of management framework of the public service, and in accordance with strategic direction of National/Provincial Health Department. It became clear to organised labour that the intention of the CEO is to collapse Ladysmith Hospital, and he is incapable of changing his incorrect conduct as he cannot apply good management principles. Therefore, organised labour recommended to the KZN Health Head Office Management that:

- Mr Dlamini must be temporarily removed from the Hospital premises.
- The Head Office Management must institute an urgent investigation against Mr Dlamini.

Head Office Management responded to organised labour's recommendations by stating that it needs organised labour to send complaints in writing to the Head Office so that principals can be consulted on a way forward. The timelines proposed to submit complaints were as follows:

- Organised labour to send complaint letter/email to Head Office by 20 March 2025.
- Head Office to respond to organised labour by 28 March 2025.

Members will be informed of developments.

For more information, please contact Nandi Dladla on 082 880 8903. Employees who want to join the PSA can reach Zweli Msane (Organising/Marketing Officer) on 082 880 8944 / Zweli.Msane@psa.co.za.

Reuben Maleka
GENERAL MANAGER