



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

03-03-2025

Feedback: Limpopo PHSDSBC Chamber meeting – 20 February 2025

The following items were discussed:

Planned Patient Transport (PPT): Terms and Conditions of Employment prior to transfer to EMS

It was reported that the established task team did not hold a meeting but arranged for 7 March 2025 to discuss the progress report on the cost implication. Further discussions about the matter will take place in a special Chamber meeting on 18 March 2025.

Monitoring: Implementation of signed PHSDSBC collective agreements

It was reported that the established task team did not hold a meeting and resolved that the employer must submit the reports in the above regard so that the task team can further discuss. Parties agreed that the task team report will be discussed during the special chamber meeting on 18 March 2025.

Non-provision of uniforms: Emergency Medical Services and Forensic Pathology Officers

Following a submission from the employer to National Treasury together with a needs analysis for the delivery and supplying of uniforms for the financial year ending 2026, Treasury granted approval for the procurement of uniforms, but the employer was awaiting the outcome on the provision of boots. It was recently reported that approval for boots was granted but there is a delay because these are procured from a different service provider. The order has been issued, and delivery should commence early in the new financial year. Labour raised concern about the delay and requested the employer to submit a consolidated report that will be discussed in the special Chamber meeting.

Backup power system: Clinics and Hospitals

Members will recall that labour raised a concern about the servicing of generators for Sekhukhune and Capricorn districts for which services have not been budgeted for and that labour demanded that the budgeting for maintenance be standardised and be made mandatory for all districts. The employer acceded and reported that it will be done from April in the new financial year.

Department of Health: Implementation of Head Office structure

Members will recall it was reported that the employer is still in a process of penciling of the structure and that it will be done by the end of October 2025. *Circular 31 of 2024* was issued explaining the migration, placements principles and procedures of the structure. A task team was established, and labour submitted names of task team members. It was reported that the task team meeting will be held, however, members must note that in April 2025 the actual movement will begin. It was agreed that there will be a task meeting to finalise the implementation of the structure. The matter will further be discussed in the special task meeting to be held on 18 March 2025.

Department of Social Development: Restructuring without consultation

Members were requested to submit inputs in the above regard by 10 January 2025. Parties agreed that inputs should be forwarded to the Secretary. The matter be discussed in the special Chamber meeting to be held in March 2025.

Theft and Loss Policy: Department of Social Development

Members were requested to submit inputs regarding the draft policy and the matter to be discussed in the special chamber meeting on 18 March 2025.

Draft Ethics Policy

Members will recall that inputs were requested to be submitted by 10 January 2025. The matter will be discussed in the special Chamber meeting on 18 March 2025.

Postponement of Nurses' intake for 2025

Members will recall that labour demanded the postponement of the new intake subject to dealing with challenges faced during the intake such as that members who wish to study, must either choose between being employed and not to study, or resigning from their employment in order to study, which was also not in line with Council rules. The employer responded that it will not change its decision, which resulted in labour approaching the office of the MEC. It was reported that the matter was resolved as there was a meeting with the MEC that yielded good results. The employer acceded to the request of labour that the release be done in terms of the Nursing Council rules, *i.e.*, that members will not resign to study and that those released will be covered by the study leave policy.

Implementation of averaging of working hours: EMS

The employer requested to make a presentation regarding the implementation of averaging of working hours in EMS in the next meeting. Labour rejected the agenda item citing that the employer does not have authority to deal with this issue. Parties agreed that the Secretary will write to the Council seeking legal advice on the matter.

Community Health Workers (CHWs): Non provision of uniform

Labour presented an item reporting that CHWs do not have uniforms. It was resolved that the employer will give feedback at the next meeting.

Data Capturers: Standardisation of job description

Labour made a presentation that Data Capturers are not performing duties according to their job description. For further discussions about the matter to be meaningful, the employer forwarded the job description to parties. The matter will be discussed in the next meeting.

Acting in higher positions without acting allowance

Labour made a presentation that the employer is abusing its powers by allowing members to act in higher position without remuneration, which is contrary to the acting allowance resolution. The employer will give feedback in the next meeting.

Shortage of staff

Labour made a presentation that there is shortage of staff in the Department of Health, which impacts on service delivery. It was resolved that the employer will give feedback at the next meeting.

Members will be informed of developments.

Employees who wish to join the PSA should contact Paulina Moloto on 082 880 8957, Lawrence Muvhango on 082 880 8995 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER