



LIMPOPO CHAMBER REPORT

REPORT 2 OF 2019

08 FEBRUARY 2019

WE can report that the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Limpopo Chamber held a special Chamber meeting on 07 February 2019 and the following matters were discussed:

Draft Recruitment and Selection Policy - Department of Health (DoH)

The employer presented the draft policy after considering the inputs labour submitted. The employer reported that it intends to submit the policy to the Head of Department (HOD) of the DoH for signatures. Labour demanded that before the submission to the HOD, the draft policy must be circulated to labour as a final document in the next Chamber meeting on 20 February 2019.

Draft Commuted Overtime Policy - DoH

This policy was presented by the employer in the previous meeting and labour made the employer aware of the National Commuted Overtime Policy and that it is the only policy to be enforced to avoid inconsistency.

We demanded that the provincial policy must not deviate from the national policy.

Policy on Working Time and Arrangement Workforce - DoH

The employer presented this policy and labour made the employer aware that this policy is seeking to implement the averaging of working hours. Labour referred the employer to clause 9.5 of the PSCBC Resolution 1 of 2007: Agreement on Improvement in Salaries and Other Conditions of Service for the Financial Years 2007/2008 to 2010/2011, which refers to the averaging of working hours.

The employer reported that it will consult with its principals and also requested the Chamber Secretariat to escalate this matter to the General Secretary of the PHSDSBC.

Draft Overtime Policy - Department of Social Development (DSD)

The employer reported that it received inputs from Hospersa and that our inputs will be inserted in the policy. The final document will be presented in the next Chamber meeting.

Draft Resettlement Policy - DSD

The employer reported that it received inputs from Hospersa and our inputs will be inserted in the policy. The final document will be presented in the next Chamber meeting.

Draft Bereavement Policy - DSD

This policy was presented to labour in the previous meeting. Labour made some inputs and the final document will be presented in the next Chamber meeting.

Implementation of the New Structure - DSD

Labour raised a concern that the employer is implementing a new structure while the consultation process is not yet finalised. The employer made a commitment that it will investigate and report back in the next Chamber meeting.

We will keep members up to date with any developments.

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If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)