

LIMPOPO CHAMBER REPORT

REPORT 3 OF 2019

26 FEBRUARY 2019

WE can report that the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Limpopo Chamber held a Chamber meeting on 20 February 2019 and the following matters were discussed:

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

The employer presented the final policy document. Labour was concerned that the translation clause in the policy contravenes the South African Nursing Council Regulation. The employer indicated that it is not ready to amend the translation clause. Labour informed the employer that it will declare a dispute with the Council.

Draft Commuted Overtime Policy – DoH

The employer presented the final policy document. Labour was concerned that some clauses in the policy contravenes the PSCBC Resolution 1 of 2007 (Agreement on Improvement of Salaries and other Conditions of Service) and the Basic Condition of Employment Act 75 of 1997 as amended. Labour informed the employer that it will declare a dispute with the Council.

Implementation of the New Organisational Structure – Department of Social Development (DSD)

The employer reported that the new organisational structure was signed off by the Member of the Executive Council (MEC) and that it is in the implementation stage. Labour maintained that the consultation process is not finalised. Labour informed the employer that it will declare a dispute with the Council.

Planned Patient Transport (PPT) Workers' Working Conditions in Emergency Medical Service (EMS) and EMS Staff Shortage

The employer presented a verbal report, however, labour demanded a written report. The employer indicated that it will provide a written report in the next Chamber meeting.

Upgrading of Data Capturers

The Chamber Secretariat reported that the Department of Public Service and Administration (DPSA) has not yet issued the job evaluation results. Labour indicated that it will rely on the letter written to Hospersa by the DPSA clarifying that by April 2019 the process will be finalised.

Problems faced by Social Workers in various DSD Institutions

The employer verbally reported that the task team could not conduct the inspection in loco as per the previous Chamber decision as vehicles are grounded due to financial challenges.

This matter will remain on the agenda until the new financial year.

Shortage of Equipment in Ambulances for EMS Personnel

The employer presented a written report that confirms procurement of the equipment. Labour rejected the reported based on the decision of the previous Chamber that the employer must present proof that the procured equipment were delivered at the work stations. The employer indicated that it will provide a report in the next Chamber meeting.

24 – Hour Service in the Clinics – Monitoring Task Team

Labour reported that it has not yet monitored the clinics due to the unavailability of the employer's task team as vehicles are grounded. The matter will remain in the agenda of the Chamber meeting.

Filling of Funded Vacant Posts – 2018/19 Financial Year

The employer requested to provide a report in the next Chamber meeting.

Job Description of Data Capturers

The employer requested to provide a report in the next Chamber meeting.

Skills Development Plan for EMS 2018/19 Financial Year

The employer requested to provide a report in the next Chamber meeting.

Trauma Counselling for EMS Personnel

The employer presented a verbal report, however, labour demanded a written report as per the previous Chamber decision. The employer indicated that it will provide a written report in the next Chamber meeting.

Implementation of the PHSDSBC Resolution 1 of 2018

The employer reported that it will provide a detailed written report in the next Chamber meeting.

Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)

The employer reported that it has not finalised the report, but it will present it in the next Chamber meeting.

Non-Provision of Uniform and Cleaning Equipment for both DoH and DSD

The employer requested to present a written report in the next Chamber meeting.

Performance of Overtime in the DoH

The employer requested to present a written report in the next Chamber meeting.

Non Supply of Uniform and Protective Clothing for Forensic Pathology Officers (FPO)

The employer requested to present a written report in the next Chamber meeting. Labour reminded the employer that protective clothing is a basic requirement to protect

employees. This matter must be must be fast tracked in order to avoid labour unrest.

Development of a Guiding Template for Determination of Seniority for Nurses Study Leave

The employer indicated to labour that there is a Provincial Guideline already, so it is not possible to generate another document. Labour indicated to the employer that managers used their own discretion at the start of the implementation stage, which resulted in too many disputes. Labour demanded that the Provincial Guideline document be brought to the Chamber for review.

Safety of Workers at the DoH and DSD Institutions

The employer presented a written report that is addressing the incidents that had already occurred. Labour demanded that preventative measures be put in place. The employer will provide a preventative measures report in the next Chamber meeting.

Continuous Professional Development (CPD) for Emergency Medical Services Personnel

The Chamber Secretariat presented a report from Council which is related to this item. The employer indicated that it will compile a report and present it in the next Chamber meeting.

Draft Policies for DSD

The employer informed labour that it will engage labour in a special

Chamber meeting on the following policies:

- Recruitment and Selection Policy
- Termination of Services Policy
- Leave Policy
- Retention Policy
- Skill Development Policy.

E-leave System – DSD

Labour indicated to the employer that the introduction of e-leave system is frustrating the employees. The employer noted the concern; it will investigate and report back in the next Chamber meeting.

Social Auxiliaries Workers – Salary Disparities

Labour informed the employer that there are salary disparities with regard to these workers. The employer clarified labour that it is aware of the disparities but cannot do anything about the disparities as they were created by the PHSDSBC Resolution 1 of 2009 (Agreement on implementation of Occupational Specific Dispensation for Social Services Professions and Occupations).

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).

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