

PROVINCIAL PULSE

Western Cape

WESTERN CAPE PHSDSBC CHAMBER REPORT

REPORT 3 OF 2018

2 MARCH 2018

THE Western Cape Province Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Chamber met on 27 February 2018 and the following matters were discussed:

Danger allowance

We expressed our unhappiness about the way that the employer has implemented the payment of danger allowances within the Western Cape. The employer has excluded facilities that meet the criteria as determined by the Department of Health as to who is entitled to danger allowances. We raised our concern that the rural areas were all excluded. We demanded that the employer must back pay those nurses who were excluded previously.

We also brought up the fact that not only are nurses in danger and that the rest of the health personnel are also entitled to danger allowances.

The employer responded by saying that they will investigate the matter and will revert back to us regarding the exclusion of certain facilities.

The matter will remain on the agenda.

Non-implementation of Cash Bonus for salary levels 9 and above

We wanted to know what criteria will be used this year and whether the

criteria used during the 2017/2018 financial year will remain.

The employer indicated that level 1 to 8 will receive Strategic Performance Management System (SPMS) compensation while levels 9 and above will receive a group incentive.

We then requested the employer to explain to us which group incentives they are referring to. The employer requested that they would respond at the next meeting.

This matter will remain on the agenda.

Management Efficiency and Alignment Project (MEAP)

Members must note that this is a very crucial item within the Department of Health. This matter will be discussed in a special Chamber meeting which will take place later this year.

Recognition of Previous experience Pharmacy Assistant (Post Basic)

The employer agreed that the implementation was done for some staff but the Department of Public Service and Administration (DPSA) have requested that no implementation should have been done. The employer now wants to address this error by verifying staff members who have been receiving this recognition and determine what the financial implications would be.

This matter remains unresolved and will remain on the agenda.

Safety of staff

This matter has been discussed at the previous People Task Team and the employer will give regular feedback to this Chamber regarding security incidents etc.

This matter remains on the agenda.

Rostering of Staff at 24 hour facilities: 1 April 2018

This matter has been discussed at the transversal Institutional Management and Labour Committee (IMLC). The employer informed the Chamber that this is an agreement dating back years ago and is only being implemented now.

We requested a copy of that agreement as well as what roster they are intending to implement as a matter of urgency. The employer is adamant that their position is clear and that they will implement it. We are not in agreement and want to engage the employer once we receive the agreement.

We feel that the employer is using an agreement from years back to hide the real issue of budget constraints.

This matter remains on the agenda.

We will keep you updated on any further developments.

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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)