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FOR PSA MEMBERS: **FREE STATE DEPARTMENTS OF HEALTH AND SOCIAL DEVELOPMENT (PHSDSBC)**

23-08-2024

Feedback: Meeting with MEC Free State Department of Health - 19 August 2024

At the recent meeting, the following items were discussed:

Outstanding PMDS 2022/23

Over 70 employees were reported as outstanding despite the employer claiming all had been paid for previous years. Treasury returned submissions to the PMDS unit with guidance on individual cases for non-payment. The PMDS unit is currently addressing these issues. The PSA is monitoring the process.

PMDS-2023/24 challenges

The Department is not complying with PMDS policy due dates, and the following are the additional challenges that need to be addressed by the employer:

- Staffing shortages in HR affecting the documentation processing.
The primary moderation deadline was set for 31 July 2024, but may be extended to 30 September 2024, owing to non-compliance.
- A dispute-resolution body is being established but is not fully operational - grievances must be registered manually.
- Employees in top positions are reluctant to complete their PMDS.

The PSA raised concern about these issues and the employer responded that it is planning to finalise the PMDS payments by December 2024. The PSA will monitor this process.

Progress: Extension of COVID-19 contract workers

All COVID-19 contract workers were reappointed for three months, with payments scheduled for 22 August 2024. The grant funding for these workers ends after November, and there are no additional funds to absorb them.

Community Health Workers (CHW) stipend increase

The employer submitted that the adjustments of the CHW stipend will be corrected and paid by 30 August 2024.

EMS outstanding overtime since 2012

The employer reported that it acknowledged outstanding overtime and will discuss this with EXCO and present an update by 26 September 2024.

Adjustments for Nurses and EMS

The employer reported that 135 Nurses are in higher positions and 99 posts are being filled. The employer further reported that no additional posts have been approved by Treasury. The PSA raised a concern that EMS employees are purchasing equipment to support their work and also 50 EMS employees resigned to work in Saudi Arabia owing to salary issues and outstanding payments.

Department of Health macro structure

The employer reported that the macrostructure is currently being redrafted.

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GENERAL MANAGER