



THE SOUTH AFRICAN MEDICAL ASSOCIATION

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**Ref: Letter to membership
19 February 2021**

To: KZN MEMBERSHIP

Dear Member,

RE: EMPLOYEE RELATIONS REPORT ON CASES

The above topic bears reference.

Here with attached, please find synopsis reports of the recent cases that were referred to the KZN Employee Relations Office. You will see from the attached that this office has been working tirelessly in representing SAMA members in various issues that were brought to the attention of the ER office in the province, as such, we are still committed to ensuring that the same continues even in 2021.

We therefore wish to assure members that the SAMA ER office is still offering the same services as before, such as the following:

- ✚ Representing members at grievance and disciplinary hearings
- ✚ Representing members at Conciliation and Arbitration processes at Bargaining Council or CCMA
- ✚ Advise members on Policies, Acts, Resolutions, Circulars, Procedures and Labour Laws.
- ✚ Negotiate with managers on matters affecting members in the workplace
- ✚ Respond to various queries forwarded by members telephonically or through SAMA query system and via email.
- ✚ Guide members about Grievance and disciplinary Procedure in Public Service
- ✚ Negotiate terms and conditions of employment
- ✚ Offer legal assistance to members through external service providers
- ✚ Monitor and ensure compliance with COIDA and OHSA especially since we are currently dealing with the pandemic
- ✚ Doing oversight role in various hospitals through attending JOC Meetings
- ✚ Doing follow ups with the Department of Employment and Labour on the Occupational injuries and or Covid19 claims submitted on behalf of members.

We wish you all the best in the New Year, and we are looking forward to be of service to you in the near future.

Stay Safe!

Warm regards

Phumzile Gwala
SAMA KZN ER Advisor



SYNOPSIS REPORT FOR SAMA KZN COSTAL BRANCH COUNCIL MEETING

PERIOD: 18 NOVEMBER 2020 TO 27 JANUARY 2021

During the period on review, we have dealt with **24** cases.

Out of that **24**, we managed to successfully resolved **15** cases and we are currently left with **09**.

- ✚ From these 9 outstanding cases, we have those matters that I reported about during our meeting with the HOD and the MEC of 6 November 2020, of which we are still waiting for feedback from Natalia. The rest are either awaiting feedback from DEL or awaiting dates for scheduling or in progress.
- ✚ In view of the second wave and the rapid manner in which this virus is seen to be spreading, we have agreed with some DoH representatives that it will be best if we wait until mid Feb to have face to face hearings.
- ✚ Other than that, things are running smooth in the ER office except for those few challenges that I have just highlighted above.

The breakdown of the cases is as follows:

CONCLUDED CASES

<u>NO.</u>	<u>PROCESS</u>	<u>NO. OF CASES</u>
01	REQUEST FOR ADVICE/ASSISTANCE	11
02	GRIEVANCE	2
03	DISCIPLINARY ACTION	1
04	ARBITRATION	1
Total:		15

CURRENT MATTERS

<u>NO</u>	<u>PROCESS</u>	<u>NO. OF CASES</u>
01	REQUEST FOR ADVICE/INTERVENTION	3
02	GRIEVANCE	5
03	ARBITRATION	1
Total:		09



SYNOPSIS REPORT FOR SAMA KZN COSTAL BRANCH COUNCIL MEETING

PERIOD: 12 FEBRUARY 2021 TO 17 FEBRUARY 2021

During the period on review, we have dealt with **13** cases.

Out of that **13**, we have managed to successfully resolved **5** cases and we are currently left with **08**.

- ✚ The **8** outstanding cases are either in progress or awaiting dates.
- ✚ As of 4 Feb 2021, we took a decision to resume having face to face hearings in order to deal with the outstanding cases, seeing that there is a reduction in the number of infection rate (as per the stats that are usually presented by the Minister of Health on a daily basis).

The breakdown of the cases is as follows:

CONCLUDED CASES

<u>NO.</u>	<u>PROCESS</u>	<u>NO. OF CASES</u>
01	REQUEST FOR ADVICE/ASSISTANCE	2
02	GRIEVANCE	3
03	DISCIPLINARY ACTION	0
04	ARBITRATION	0
Total:		5

CURRENT MATTERS

<u>NO</u>	<u>PROCESS</u>	<u>NO. OF CASES</u>
01	REQUEST FOR ADVICE/INTERVENTION	3
02	GRIEVANCE	3
03	MEDIATION	1
04	ARBITRATION	1
Total:		08





