# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 2318**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 17 AUGUST 2018**

**(INTERNAL QUESTION PAPER NO. 23)**

**Dr S SThembekwayo (EFF) to ask the Minister of Health:**

(1) (a) What number of labour disputes are currently being faced by (i) his department and (ii) the entities reporting to him, (b) what is the cause of each dispute, (c) what is the nature of each dispute and (d) on what date was each dispute (i) reported and (ii) resolved;

(2) (a)(i) what number of employees have been dismissed by his department in the past five years and (ii) for what reason was each employee dismissed and (b)(i) what number of the specified employees were paid severance packages and (ii) what was the monetary value of each severance package?

###### NW2495E

**REPLY:**

1. **DEPARTMENT:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Number of dispute** | 1. **Cause of dispute** | **(c) nature of dispute** | **(d) date of dispute** | |
|  |  |  | 1. **reported** | **(ii) resolved** |
| 1. 5 | OSD | Interpretation and application of collective agreement | 22/02/2018 | 23/04/2018 |
|  | Promotion | Unfair labour practice | 19/04/2018 | 03/05/2018 |
|  | PMDS | Unfair labour practice | 24/04/2018 | Still pending |
|  | Promotion | Unfair labour practice | 23/05/2018 | 29/06/2018 |
|  | OSD | Interpretation and application of agreement | 11/05/2018 | 20/06/2018 |

1. **DEPARTMENT:**

|  |  |  |  |
| --- | --- | --- | --- |
| **(a)** | | **(b)** | |
| **(i) number of employees dismissed** | **(ii)reason for dismissal** | **(i)What number of specified employees were paid severance package** | **(ii) what was the monetary value of each severance package** |
| 10 | 4= dismissal in terms of labour relations act  6= dismissal in terms of public service act | None | None |
|  |  |  |  |

1. **ENTITIES:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Entity** | 1. **Number of dispute** | 1. **Cause of dispute** | 1. **Nature of dispute** | 1. **Date of dispute** | |
| **(i)reported** | **(ii) resolved** |
| South African Medical Research Council | None | Not applicable | Not applicable | Not applicable | Not applicable |
| National Health Laboratory Service | None | None | None | None | None |
| Council for Medical Schemes | Nine (9) | Misconduct | Fraud, Bringing the Name of Employer into Disrepute, Workplace Harassment; Assault, Incompatibility, Gross Negligence and Absenteeism | 3 July 2017 | 12 October 2017 |
| 3 July 2017 | 27 October 2017 |
| 20 October 2015 | 2 November 2015 |
| 22 March 2017 | 27 June 2017 |
| 13 July 2017 | 11 December 2017 |
| 29 November 2016 | 21 June 2018 |
| July 2017 | 14 December 2017 |
| 23 November 2017 | 12 March 2018 |
| 9 September 2014 | 19 December 2014 |
| Office of Health Standards Compliance | Two (2) | Termination of cellphone allowance and outcome of performance assessment | Unfair labour practice | 26 April 2018 | 13 June 2018 |
| South African Health Products Regulatory Authority | None | Not applicable | Not applicable | Not applicable | Not applicable |

**(2) ENTITIES**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **(a)** | | **(b)** | |
|  | **(i) number of employees dismissed** | **(ii)reason for dismissal** | **(i)What number of specified employees were paid severance package** | **(ii) what was the monetary value of each severance package** |
| South African Medical Research Council | Two (2) | Dishonesty and Awol | None | None |
| National Health Laboratory Service | 79 | Unlawful removal of NHLS property, fraud, dishonest, AWOL, Gross negligence, abuse of sick leave, nepotism, poor performance, assault, harassment, refusing to obey instruction, misappropriation of NHLS fund, failing tome probation requirements, late coming, putting NHLS name into disrepute | None | None |
| Council for Medical Schemes | Two (2) | Fraud, dishonesty, harassment, incompatibility | None | Not applicable |
| Office of Health Standards Compliance | None | Not applicable | Not applicable | Not applicable |
| South African Health Products Regulatory Authority | None | Not applicable | Not applicable | Not applicable |

END.