

## WRITTEN REPLY

### No. 91/2018 – Dr I Keeka (DA) to ask the Minister of Health:

**Regarding overtime payment/ arrangements and salary package:  
Tertiary/ Central Hospital: The CEO of Ngwelezana Hospital**

**1. What is the Gross Annual Rand Value of the salary package of the CEO;**

R1 504 851.00

**a) Does this include any overtime;**

NO

**i. If yes, what portion in percentage of the total, is the value of overtime;**

N/A

**ii. If not, is overtime remuneration paid separately;**

YES

**iii. If yes to ii) then what was the rand value per month since the beginning of 2017 to date;**

Jan 17	R39 206.42	Sept 17	R46 688.84
Feb 17	R39 206.42	Oct 17	R46 688.84
Mar 17	R39 206.42	Nov 17	R46 688.84
Apr 17	R42 068.49	Dec 17	R46 688.84
May 17	R42 068.49	Jan 18	R46 688.84
June 17	R42 068.49	Feb 18	R46 688.84
July 17	R42 068.49	Mar 18	R46 688.84
Aug 17	R46 688.84	Apr 18	R46 688.84

**iv. Is the rate of overtime the same as other MO's or is it equivalent to specialist/ consultant overtime rates [if this is different]**

Overtime rates are linked into a basic salary of an individual employee. The rate for overtime for Dr BS Madlala is linked to his salary scale and thus differs from other MO's. For the correct calculation of overtime rate, an individual basic salary becomes a determining factor.

**v. If the CEO is not a consultant and consultant rates [if it is so] are paid, why.**

If the basic salary of the individual is the same as that of a consultant and doing same hours in terms over commuted overtime groups, the rates will also be the same as explained above.

**2. Where is overtime work done [please provide details of the facility, the department and whether on first, second or third on call];**

Dr BS Madlala assumed the position of CEO at Ngwelezana Hospital on the 1 August 2017 after receiving a letter of appointment from the Deputy Director General: Specialized

## **WRITTEN REPLY**

### **No. 91/2018 - Dr I Keeka (DA) to ask the Minister of Health:**

Services and Clinical Support: Dr M Gumede. The letter of appointment was issued by the Head of Department: Dr ST Mtshali on the 28 July 2017. This letter stipulated that the CEO could not perform his overtime at Ngwelezana Hospital but at another institution to avoid conflict of interest. At the time of issuance of the appointment letter, overtime call rosters for the month of August were already drawn and could not be amended. Commuted overtime for the month of August was thus performed at Ngwelezana Hospital in the Department of Family Medicine.

As of 1 September 2017, commuted overtime for Dr BS Madlala was performed at the then Lower Umfolozi War Memorial Regional Hospital (now Queen Nandi Regional Hospital) as a medical officer in the Obstetrics and Gynaecology Department.

#### **3. What is the nature of the overtime work;**

Dr BS Madlala performs his Commuted Overtime as Medical Officer in the Obstetrics and Gynaecology Department which involves working in the Gynaecology Outpatient Clinic, and managing pregnant women in the maternity unit of the hospital which include pre-natal and post-natal wards afterhours.

This include working in the Labour Ward attending to new Admissions, Special Care, Induction and Latent Phase Units as well as regular reviews of patients in the active labour in the Delivery Rooms. This also includes performance of emergency Caesarean sections as well as gynaecological emergencies including ectopic pregnancies, evacuation of uterus, drainage of abscesses and laparotomies for acute pelvis pathologies etc. Notwithstanding performance of ward rounds both in the post and pre-natal as well as gynaecology wards as well as attending to patients admitted to Adult ICU.

#### **4. In the department wherein overtime work is done:**

##### **a) Is there a current shortage of staff warranting the CEO to do work in this department;**

There is a current shortage of MO's in the Department of Obstetrics and Gynaecology. This is best illustrated in the Overtime Rosters from the beginning of the year which reveals gaps in the MO coverage of the unit.

For optimum coverage of the unit, a minimum of 4 MO's are required. Due to fulltime staff shortage in MO's, sessional MO's are employed to assist with the afterhour's service. However, Queen Nandi Regional Hospital (QNRH) is still unable to meet the requirements for the effective service delivery.

Ngwelezana Hospital CEO is an asset to QNRH afterhours duty. In addition to his vast experience in the field, he also has a Diploma in Obstetrics.

##### **b) If yes, please provide details of the shortages of staff and vacancies;**

##### **Staffing of the Obstetrics and Gynaecology Department at QNRH: Medical**

<b>POSTS</b>	<b>FILLED</b>	<b>VACANT</b>
Head Clinical Department	1	0
Head Clinical Unit	2	1
Specialists	3	2
Medical Officers	19	3
<b>TOTAL</b>	<b>25</b>	<b>6</b>

#### **5. Is there a verifiable record to indicate the number hours done per call;**

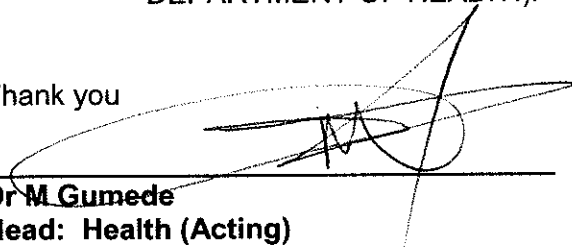
**WRITTEN REPLY**

**No. 91/2018 - Dr I Keeka (DA) to ask the Minister of Health:**

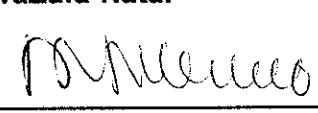
a) If not, why not?

Yes, there is a verifiable record that indicates the number of hours done per call which is through a monthly Call Roster and a signed attendance register as per HRM Circular 94 of 2017 – (INTERIM POLICY ON COMMUTED OVERTIME FOR MEDICAL AND DENTAL PRACTITIONERS IN THE KWAZULU-NATAL DEPARTMENT OF HEALTH).

Thank you

  
\_\_\_\_\_  
**Dr M Gumede**  
**Head: Health (Acting)**  
**KwaZulu-Natal**

  
\_\_\_\_\_  
**Date**

  
\_\_\_\_\_  
**Dr SM Dhlomo**  
**MEC for Health**  
**KwaZulu-Natal**

  
\_\_\_\_\_  
**Date**