

17 June 2022



The Chairperson  
The Health Service Board  
Parirenyatwa Group of Hospital Grounds  
Harare

Dear Dr. P Sikhosana


### **NOTICE OF INCAPACITATION AND WITHDRAWAL OF SERVICE**

Following our meeting on the 17th of June 2022 at Parirenyatwa Group of Hospitals, attended by the health worker association representatives, it was unanimously agreed that as the government health workers, represented by the Health worker Associations leaders, here undersigned, after having made numerous attempts to engage the employer with no success, do hereby notify your office of our state of incapacitation and the subsequent withdrawal of service the government health workers effective **Monday 20 June 2022.**

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The decision to withdraw our service is not taken lightly, but the workers are without means to execute their mandate. We restate the major grievances below.

1. **Closure of negotiation space.** It is important that we remind you, that we have not had a bipartite meeting since April 2021. This is despite our repeated efforts to engage the board. We have written to you more than 5 times to you requesting a meeting to no avail.



2. **Failure to provide a meaningful Cost of living adjustment.** It is common knowledge that the economic conditions have deteriorated significantly in the last 6 months. This is clearly indicated by the rapid and precipitous fall in the interbank rate and the steep increase in inflation, now well over 130%. The loss of value of the local currency is apparent and evidenced by the governments decision to pay farmers in USD. We therefore repeat our call for salaries USD.

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3. **Failure to review of non claimable health sector specific allowances-**As agreed in the CBA 2 of 2018 ( i.e. on call, call out/standby, night duty, nurse managers' and special health allowances) the last review did not adequately address the issues raised given that these allowances are based on work done during odd hours with little compensation being offered by the employer.

4. **Failure to review the Regrading System.** The failure of the board to regrade health workers as previously agreed. The last review of grades was done in 2012.

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5. **Donor funded nostro retention allowances.** The boards failure to facilitate the timeous disbursement of the donor retention allowances. The board has previously communicated that this was at an advanced stage, however no meaningful progress has been made towards disbursement. The allowances ceased in 2020. There is little incentive to continue going for work in the health sector.



6. **Failure to meaningfully and timeously Review of Covid 19 risk allowances-**

These were last reviewed in 2022, currently they are at **ZWL3000, ZWL 4500** and **ZWL7500**, as such are now very negligible considering the exposure of the health workers during this pandemic. Health workers never stopped reporting for duty even when most public servants were at home.

It is our prayer that immediate and meaningful steps are taken by the board to address the matters raised to avoid inconveniencing the public who rely our services.

The Healthworker Association Representatives  
See the attached list of associations and their representatives.

Cc:

**The Honorable Vice President and Minister of Health and Child Care Rtd General Dr C.G.D.N Chiwenga**

**The Honorable Deputy Minister, Ministry of Health and Child Care Dr J.C Mangwiro(MP)**  
**Secretary for Health and Child Care, Air Commodore Dr J. Chimedza**

**Zimbabwe Health APEX Council**