



## **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING**

### **REPORT 01 OF 2024**

On April 25 2024, representative from HOSPERSA participated in a Provincial Chamber meeting of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held in the Eastern Cape Province.

The topics addressed during the meeting are outlined below:

#### **OCCUPATIONAL HEALTH AND SAFETY (OHS) CONCERNS AT THE EASTERN CAPE (EC) DEPARTMENT OF HEALTH AND SOCIAL DEVELOPMENT**

Organized labour expressed concern over the dysfunctional structure of the Provincial OHS in the Eastern Cape.

Numerous employees have resorted to remote work due to the closure or partial closure of EC Department of Social Development Offices owing to non-compliance with the OHS Act.

The employer has committed to addressing these concerns through established channels, with a provincial OHS meeting scheduled for the 3rd week of May 2024, the item will remain on the agenda.

#### **REQUEST FOR COMPLETE AUDIT AND VERIFICATION OF OCCUPATIONAL SPECIFIC DISPENSATION (OSD) FILES FOR**

**Eastern Cape** (043-722-3776)  
**KwaZulu-Natal** (033-342-6847)  
**Northern Cape** (053-842-2001)

#### **SOCIAL WORKERS WHO WERE EMPLOYED BY THE DEPARTMENT OF HEALTH IN THE EASTERN CAPE PROVINCE, BEFORE 1 APRIL 2008**

Deferred to the Chamber Task Team meeting, organized labour raised frustration over the lack of employer assistance in Chamber Task Team meetings.

The employer has agreed to sponsor all Chamber Task Team meetings with the resource person, ensuring comprehensive discussion and resolution. Report back will be submitted to the chamber.

#### **NORMALISATION OF SALARY LEVELS IN LINE WITH REGULATING COLLECTIVE AGREEMENTS**

Organised labour raised concerns regarding the normalisation of salary levels in line with collective agreements.

Concerns raised regarding salary level normalization were acknowledged by the employer but asserts that its action is in accordance with relevant regulations and collective agreements.

The Employer has clarified its position based on the outcomes of the Department of Public Service and Administration (DPSA) job evaluation and compliance with Resolution 1 of

#### **HOSPERSA OFFICES**

**Free State** (051-448-4659)  
**Limpopo** (015-295-3272)  
**North-West** (018-462-3692)

### **06 MAY 2024**

2012 from Public Service Co-Ordinating Bargaining Council (PSCBC).

Any disputes regarding the interpretation of collective agreements should be resolved through the standard dispute resolution process. Item removed on the agenda.

#### **BACK-UP PLAN FOR LOAD SHEDDING IN THE EASTERN CAPE DEPARTMENT OF HEALTH FACILITIES**

Labour raised concerns regarding their members who are affected by loadshedding, operating in the dark using their cell phones to provide light.

Labour requested for a loadshedding back-up plan for the provincial institutions.

Employer presented a technical report that was not clear in terms of operation and backup plan, also highlighted the tender process of purchasing the generators as the back-up plan.

Labour requested a simplified report regarding the plan. Employer agreed to table the simplified report in the next chamber meeting. Item remained on the agenda.

**Gauteng** (011-791-2243)  
**Mpumalanga** (013-752-6199)  
**Western Cape** (021-591-9283)

## POST-COVID 19 – PSYCHOSOCIAL SUPPORT FOR STAFF MEMBERS

HOSPERSA sponsored this item on the Chamber. The union is concerned about its members who were or are still affected by the Covid – 19 pandemics.

The union raised some concerns regarding those employees who never received counselling which has an impact on their service delivery.

The Employer noted the concerns and reported that awarenesses will be mobilised regarding mental health programs.

The Employer also reported that, they are looking at contracting and tendering Employee Assistance Programme (EAP) services in the facilities raising the shortage of funds.

The union showed their dissatisfaction regarding the contracting and tendering, employer should look for a permanent solution to address the concerns.

The Chamber agreed to work hand in hand in mobilization of psychosocial support awarenesses.

It was agreed that the item will form part of the Provincial OHS forum agenda point. Item will be removed once the Provincial OHS forum has been formed.

## SAFETY AND SECURITY OF STAFF MEMBERS IN THE FACILITIES

The item was sponsored by HOSPERSA. The union is concerned about the continuous attacks and robbery of its members while they are on duty.

Several incidents including criminality took place in the province specifically in the health facilities and the employer is not protecting the employees, the safety of employees is at stake.

The union wanted to know if there are any measures by the employer to remedy this situation.

The Employer presented a report regarding the security regulations not focusing on the safety of employees.

Labour disputed the report and raised more concerns regarding the resources that are supposed to be protecting the employees.

It was agreed that a detailed report that addresses the safety of employees be provided. Item remained on the agenda.

## TERMINATION OF CONTRACTS OF COMMUNITY HEALTH WORKERS (CHW) BY THE EASTERN CAPE DEPARTMENT OF HEALTH AND MONTHLY STIPEND AS REFLECTED IN CLAUSE 4.2.1 OF PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) RESOLUTION 3 OF 2022

Organised labour raised a concern regarding the CHWs whose contract was terminated and those with no grade 10 should not bother to report to work. This was in contradiction with the clause 4.2.1 of Res 3 of 2022.

The Employer maintained that this matter was referred to the Chamber Task Team to deal with it.

The Employer will sponsor the Chamber Task Team with the resource person.

All parties agreed that an urgent Chamber Task Team must be convened to deal with the matter. The item will remain on the agenda.

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### Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

**Professional legal assistance** for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

**General Meetings** with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.