



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING

REPORT 02 OF 2024

On October 09 & 10 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 CONCERNS AT THE EC DEPARTMENT OF HEALTH AND SOCIAL DEVELOPMENT

Organised labour raised a concern regarding the conditions in which workers are working under, some buildings are dilapidated in such a way that, they are hazardous to the employees. In some instances, employees found snakes in those buildings.

Number of employees are working from home due to closure or partial closure of Eastern Cape Department of Social Development Offices due to non-compliance with OHS Act.

Employer committed on addressing OHS concerns in the Department of Health through established channel.

Chamber proposed that this matter be dealt with by the chamber task team and report back to chamber with the recommendations.

Functional Provincial OHS committee must be prioritised. Employer to communicate the date of the Provincial OHS Committee.

Chamber Task Team to deal with the matter and report back to chamber with recommendations.

The item will remain on the agenda.

REQUEST FOR COMPLETE AUDIT AND VERIFICATION OF OSD FILES FOR SOCIAL WORKERS WHO WERE EMPLOYED BY THE DEPARTMENT OF HEALTH IN THE EASTERN CAPE PROVINCE, BEFORE 1 APRIL 2008

Employer reported that there were no OSD files for Social Workers that are due for verification and was convinced that there was no need for a province wide audit.

Employer therefor proposed that the names of employees facing Occupational Specific Dispensation challenges be forwarded to the department, so that matter can be addressed on an individual basis.

Labour noted and appreciated the report, labour further proposed that the Department of Health benchmark from the Department of Social Development as they have previously dealt with a similar matter.

Employer to share a written report.

21 OCTOBER 2024

The item remains on the agenda.

FILLING OF VACANT FUNDED POSTS

Organised labour raised concerns regarding the non-filling of vacancies.

Employer reported that the posts are filled as soon as they become vacant. Labour insisted that a detailed report must be forwarded to organised labour in terms of the report from employer.

Chamber resolved that the matter must be dealt with at the Chamber Task Team meeting.

The Task Team will identify the gaps from the employer side and report back to the chamber.

Chamber Task Team will deal with the matter and report back to Chamber.

The item will remain on the agenda.

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

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.

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HOSPERSA OFFICES
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Employer was unable to table a simplified report as agreed by both parties and reported that load-shedding is no longer in place, therefore they proposed the removal of the item from the agenda.

Labour showed their dissatisfaction about the manner employer is not taking serious on the matters raised by labour and proposed that the matter must remain on the agenda.

Employer will table a simplified report in the next chamber.

The item will remain on the agenda.

DRAFT COLLECTIVE AGREEMENT ON THE DOH SUMMIT DECLARATION

The Chamber Secretary reported that the item was tabled at the PHSDSBC Executive Committee meeting on the 13th of May 2024, and the Exco resolved that the Chamber Management Committee must present the draft proposal at the next Exco meeting.

Chamber Management Committee presented a draft declaration, and the response was to rework on it.

Names of the Task Team members from both Employer and Organized labour were submitted to re-work on the Draft DoH Summit Declaration.

The item will remain on the agenda.

COMMUTED OVERTIME FOR DOCTORS AS PROVIDED FOR BY RESOLUTION 3 OF 2009

Labour presented and raised their dissatisfaction regarding the implementation of the resolution which will affect some of the doctors. Applicable Commuted Overtime Policy of 2016 will be applied.

Employer went ahead and formulated the Commuted Overtime Task Team without organised labour, for illustrating the tools to be used to promote that Dr allocations are linked to service needs.

Employer noted the concerns of labour and promised to give report on the next chamber.

Employer noted the report.

The item will remain on the agenda.

TERMINATION OF CONTRACTS OF COMMUNITY HEALTH WORKERS BY THE EASTERN CAPE DEPARTMENT OF HEALTH AND MONTHLY STIPEND AS REFLECTED IN CLAUSE 4.2.1 OF PHSDSBC RESOLUTION 3 OF 2022

Organised labour raised their concerns regarding the termination of contract workers by the department

The matter was referred to Chamber Task Team.

A list of all the affected contract workers should be submitted so that the Task Team should deal with it.

Agreed that the list of all the affected individuals will be submitted to the Chamber Task Team and be dealt with it.

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.