



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING

REPORT 02 OF 2024

On 19 June 2024, representatives from HOSPERSA KwaZulu Natal region attended a Public Health & Social Development Sectoral Bargaining Council meeting to discuss the following items arising from the previous meeting:

DECOMMISSIONING OF NEWTOWN CHC TO INANDA CLINIC

The meeting on 15th did not take place due to the unavailability of the Task Team. Meeting re-scheduled for 2nd week of June. Request from the employer to extend the lifespan of the Task Team timeframe by a further 2 months to the end of August. Extension Agreed upon there will be no further extension granted.

SHORTAGE OF AMBULANCES IN THE PROVINCE

Employer requested more time to present the report. The matter was deferred to the next meeting.

LACK OF IMPLEMENTATION OF RES 3 OF 2019

Most employees were granted pay and grade progression. Only a handful of employees were not granted and there could be numerous reasons that affected them not being translated i.e. 10 years' service on grade, matric & driver's license were required.

A TASK TEAM WAS SETUP TO MONITOR IMPLEMENTATION OF PHSDSBC RESOLUTIONS REPORTS, I.E. RES 3 OF 2019. RES 1 AND 2 OF 2023

Terms of reference to be circulated by close of business today.

RELOCATION OF STAFF FROM LOWER UMFOLOZI AND RICHARDS BAY OFFICES TO UMFOLOZI OFFICE (MBONAMBI)

The matter remains on the agenda, a meeting is set for 4th July to finalize the relocation.

IMPLEMENTATION OF MATCHING AND PLACEMENT

28 JUNE 2024

OF PERSONNEL AS PER THE ORGANIZATIONAL STRUCTURE IN HR CHIEF DIRECTORATE

Labour noted the report, and the Team Task is dissolved, and the matter is removed off the agenda.

DEPARTMENT OF SOCIAL DEVELOPMENT LABOUR RELATIONS TERMS OF REFERENCE

The employer has requested more time to finalize the terms of reference.

POLICY ON DRESS STANDARD

The policy is adopted, and the item is removed from the agenda. Signed policy to follow from the employer.

URGENT CALL FOR ILLEGAL RESTRUCTURING WITHIN DSD

Labour noted in the report by the employer that the matter has be addressed and rectified, however the union addressed concerns that



these issues should be discussed at Chamber in future prior to discussions taking place at the workplace. Item to be removed.

ESTABLISHMENT OF THE KHUSELEKA ONE STOP CENTRE

Task Team has been established but they have not yet had their first sitting. The matter will remain on the agenda.

NEW MATTERS:

DOMESTIC CHARGES DEDUCTION ON PERSAL: RETROSPECTIVE/EX POST FACTOR HOUSING POLICY IMPLEMENTATION:

The above two matters were tabled by PSA who were not present at this meeting. The matters will be deferred to a special chamber for deliberation.

JOB EVALUATION OF PRINCIPLE TELCOM OPERATOR

Removed from the agenda, PSA to make a formal submission so that the matter can be referred to DPSA.

PAYMENT OF LONG SERVICE TOKEN

The item was removed from the agenda, Nupsaw to engage directly

with the employer and submit names of the employees affected.

TRANSLATION OF FOOD SERVICE AID

The title does not exist anymore from Persal, however the item to be discussed in a special chamber pending submission of other institutions affected by the issue of levels.

WEARING TRADITIONAL WRIST BANDS

The item was removed from the agenda as there is a national policy on this issue and it does not fall within the jurisdiction of the provincial chamber.

RELOCATION OF AMAJUBA DISTRICT AND NEWCASTLE SERVICE

RELOCATION OF ILEMBE STAFF FROM CHARLOTTE MAXEKE BUILDING DURBAN AND MANDENI SERVICE OFFICE TO KWADUKUZA OFFICES

In relation to both items above being DSD matters, one task team will be formed to oversee both processes. Each union must submit four names of individuals to sit on the Team, however only two personnel will attend at a time.

INDUSTRIAL ACTION REPORT

Organized labour raised a concern about why the employer received a memorandum from striking workers at Natalia who were not unionized.



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.

HOSPERSA OFFICES

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Gauteng (011-791-2243)
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