



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING

REPORT 04 OF 2024

On 22 August 2024, representatives from HOSPERSA KwaZulu Natal region attended a Special Public Health & Social Development Sectoral Bargaining Council meeting to discuss the following matters:

DECOMMISSIONING OF NEWTOWN CHC TO INANDA CLINIC

All Staff moved successfully with the exception of 4 staff members. Extension of time was given to the 4 staff members to make their choices. No staff members were moved across with less favorable benefits.

SHORTAGE OF AMBULANCES- ETHEKWINI EMERGENCY MEDICAL SERVICES

The Chief Financial Officer (CFO) has approved funding for the new fleet which will comprise of 38 Ambulances, 8 patient transport vehicles and 2 rapid response vehicles. The department is awaiting delivery of the vehicles, a progress report will be given at the next Chamber Meeting.

PROGRESS REPORT ON RESOLUTION 3 OF 2019

Implementation is on-going, however there are challenges with Health Professions Council of

South Africa (HPCSA) in respect of processing payments as personal information was found to be incorrect during verification.

RESOLUTION 1 OF 2023

The employer informed that they will not be able to implement by the 1st of September, but assured Labour that payments will be done by latest November.

RESOLUTION 2 OF 2023

The employer will continue to implement the resolution in its current form, until further notice.

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

The Task Team has met and deliberated on the terms of reference. Costs were discussed and concern was raised by Labour as to where these meetings would be held. It was agreed they would take place in the districts who were affected to ensure venues were easily accessible for Task Team members. Relocation will be done in stages. Transport will be provided for effected staff for two months and thereafter it will be re-evaluated.

28 AUGUST 2024

RELOCATION OF AMAJUBA DISTRICT AND NEWCASTLE SERVICE OFFICE

Terms of reference not yet finalized; a consolidated report will be presented at the next chamber sitting. Employer committed to hold the meetings in the effected districts to ensure majority attendance of Task Team members.

POLICY ON DRESS STANDARD

Signed copy received by Labour, item was removed from the agenda.

ESTABLISHMENT OF KHUSELEKA ONE STOP CENTRE

The terms of reference have been adopted, meeting to be convened soon. Report to follow at the next chamber meeting.

TRANSLATION OF FOOD SERVICE AID

Unions with individual employee concerns to request a Bi-Lateral meeting to address these concerns. Item removed from the agenda.

**NEW HOUSING POLICY
(DEPARTMENTAL EMPLOYEE
OFFICIAL RESIDENTIAL
ACCOMMODATION POLICY
(CLAUSE 9.4.1.4 & 9.8)**

The Employer to report back at the next Chamber meeting however G58 of 2024 Circular has been released.



CHAMBER TRAINING NEEDS

The Employer submitted the following proposals:
Labour law principles & Advanced Negotiation skills. Labour requested an extension for their submission, the employer requested that they submit by the end of October.

SHORTAGE OF STAFF

Labour raised concerns about the alarming vacancies and requested the employer to FastTrack the filling of vacant posts. Posts that don't require treasury's approval must be filled immediately. Labour has requested a continuous updated report from the employer on the vacancy rate.

INDUSTRIAL ACTION REPORT

The employer reported on one workplace stoppage since the last chamber meeting at Prince Mshiyeni Memorial Hospital (PMMH) by PSA. The Employer indicated that no memorandum was received on the day nor was any formal communication received from PSA with regards to the employees' concerns.

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.