



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

### REPORT 05 OF 2024

On 17 October 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 COMMUNITY HEALTH CENTRE FROM CHC TO INANDA CLINIC:**

The above matter has been finalised and removed from the agenda.

#### **SHORTAGE OF AMBULANCES - ETHEKWINI EMERGENCY MEDICAL SERVICES**

Progress update given on the placement of the new vehicles in the respective districts around the province. The item was closed. Delivery of some vehicles still to take place.

#### **TASK TEAM MONITORING IMPLEMENTATION OF PHSDSBC RESOLUTIONS REPORT:**

#### **PROGRESS REPORTS ON THE IMPLEMENTATION OF**

**PHSDSBC Resolution 3 of 2019**

**PHSDSBC Resolution 1 of 2023**

**PHSDSBC Resolution 2 of 2023**

The Task teams will continue to monitor the above resolutions.

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

Report came from DSD; Staff were issued with letters of relocation; all staff have been accommodated. The department could only approve two months of transport assistance to staff.

#### **RELOCATION OF AMAJUBA DISTRICT AND NEWCASTLE SERVICE OFFICE**

The task team is still to meet, Item remains on the agenda for progress report at the next meeting.

#### **RELOCATION OF LLEMBE STAFF FROM CHARLOTTE MAXEKE BUILDING DURBAN AND MANDENI SERVICE OFFICE TO KWADUKUZA OFFICES**

The Task Team has not yet had its first meeting, the meeting is scheduled to take place on the 23/10/2024.

#### **NEW HOUSING POLICY (DEPARTMENTAL EMPLOYEE OFFICIAL RESIDENTIAL ACCOMMODATION POLICY) CLAUSE**

**9.4.1.4 and clause 9.8**

The employer indicated there are inconsistencies in the policy. Executive management from the department

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need to decide on a way forward. Item will remain on the agenda for feedback at the next meeting.

#### **DEPARTMENT OF HEALTH DRAFT DRESS CODE POLICY**

#### **DRESS CODE POLICY CIRCULATED TO LABOUR**

Labour responded with proposals. Some recommendations were accepted others not. A special chamber will be set up to discuss the proposals and the formation of the task team was proposed.

#### **SEVERE SHORTAGE OF STAFF DUE TO DELAYS IN APPROVING OF POSTS BY HEAD OFFICE LEADING TO POOR SERVICE DELIVERY AND COMPLAINTS- KWADUKUZA CLINIC**

Budget constraints are still a major problem which are causing the delay in the filling of posts. There is no plan to fill vacant posts in the coming year.

#### **NEW ITEMS:**

#### **PROGRESS REPORT OF PHASING OUT OF LAY COUNCILLOR'S:**

#### **REPORT TO CHAMBER ON TRANSLATION OF LAY COUNSELLORS' AS AT 30 SEPTEMBER 2024**

The below info is for Lay Counsellors who have been translated and exited

posts. 480 have exited posts for the period 30/03/23 to 30/09/24.

Some of the Lay Counsellors are not translated but they are being absorbed to posts of equal grading (level 3).

There are 59 Lay Counsellors who have been translated after obtaining Clinical related qualifications for the period 01/01/24 to 30/09/24 2024.

54 X Lay counsellors have been translated to Pharmacist's Assistant (Basic).

3 X Lay Counsellors have been translated to Pharmacist's Assistant (Post-Basic).

1 X Lay Counsellor has been translated to Social Worker.

1 X Lay Counsellor has been translated to Enrolled Nurse.

#### **RELOCATION OF STAFF FROM WENTWORTH ORTHOPAEDIC:**

Internal conversations are still taking place with staff, 12 employees are affected, 3 are still to be finalised. The matter to be concluded by 31/10.

#### **INDUSTRIAL ACTION REPORT:**

Workplace stoppages occurred at Clairwood Hospital on the 27<sup>th</sup> September and at Harry Gwala regional hospital and Itshelejuba hospital on the 4<sup>th</sup> of October respectively. A memorandum was handed over, meetings will be set up to address the concerns.

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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.

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