



PUBLIC HEALTH & SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER REPORT

REPORT 1 OF 2024

On 22 February 2024, representatives from HOSPERSA attended a Public Health & Social Development Sectoral Bargaining Council meeting to discuss the following items.

Performance of overtime in the Department of Health

The employer presented that the Provincial Treasury disapproved the overtime request. Organized labour noted the response from the employer, and they will exercise workers' rights through dispute resolution.

Implementation of Resolution 3 of 2019 PHSDSBC

The task team presented a written report that there are those who didn't meet requirements for registration SACSSP after they were given period of 4 years. Those who failed to acquire the qualification will be de-registered.

Monitoring of the implementation of the recommendations made by the PHSDSBC Task Team on Planned Patient Transport (PPT) Terms and Conditions of Employment prior to transfer into Emergency Medical Service.

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The Task team presented that the December 2023 festive season led them not to be able to meet the HOD to extend their scope. The task team will arrange to meet the HOD.

Collective Agreement on arrangement of working hours.

Labour requested an extension to finalize its mandate. The matter was deferred to the next chamber meeting.

Backup power system in the clinics and hospitals.

The employer presented the backup power system that was faulty have been serviced. Labour demanded a list of those serviced. Matter was deferred to the next chamber.

Draft recognition of prior learning policy for Nurses Training Policy.

The inputs submitted by Labour were consolidated into the draft. The policy will be approved and implemented.

Non-provision of uniform to Emergency Medical Service Personnels.

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The employer presented that has ordered the uniform and the suppliers did not deliver all the ordered items. The matter was deferred to the next chamber.

Provision of uniforms/PPEs for Forensic Pathology Officers

The employer presented that has ordered the uniform and the suppliers did not deliver all the ordered items. The matter was deferred to the next chamber.

Unilateral Changes in Emergency Medical Service as follows:

Roster for Emergency Medical Service without consultation Centralization and Implementation of New Duty

The employer presented that has reversed the changes back to old system. The matter will be removed from the agenda of the chamber.

Unilateral Reduction of 12hrs per day to 10 hours in Emergency Medical Service.

The employer presented that has reversed the changes back to old system. The matter will be

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removed from the agenda of the chamber.

Unilateral Changes of Reporting Times in Emergency Medical Service.

The employer presented that has reversed the changes back to old system. The matter will be removed from the agenda of the chamber.

Contract of Employment for Newly Appointed Professional Nurses in the Department of Health

The Chamber Secretary presented a written response from Exco that contract of employment is an individual labour law, therefore it cannot be subjected to Collective Bargaining however, labour is advised to file a dispute if they wish so. Labour noted the report and will consult for a way-forward. The matter is removed from the chamber agenda.

Sexual Harassment Policy (Department of Social Development)

The employer presented the policy to the chamber delegates. Labour noted the policy and will provide input which will be presented in the next chamber meeting. The matter was deferred to the next chamber.

Absorption of the Community Health Workers

The Chamber Secretary presented that this agenda was submitted by Hospersa and at this stage is receiving attention at national level also it is at the advance stage to be finalized, therefore the Limpopo chamber lacks jurisdiction to engage. The matter is removed from the chamber agenda.



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.