



## PUBLIC HEALTH & SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER REPORT

### REPORT 03 OF 2024

On 12 June 2024, representatives from HOSPERSA attended a Public Health & Social Development Sectoral Bargaining Council meeting to discuss the following items:

#### **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.**

The task team presented a report that they had a meeting with the HOD related to this matter. The human resource officer was tasked to do some financial calculations in order to establish how much might be owed to individuals. While waiting the calculations, this matter was deferred to the next chamber meeting.

#### **Implementation of Resolution 3 of 2019 PHSDSBC**

Employer Department of Health and Social Development have not yet received a report from the council. Labour noted the report, and the matter was deferred to the next meeting.

#### **Sexual Harassment Policy (Department of Social Development)**

Labour presented that consultation was finalized. The chamber adopted the policy.

#### **Draft Collective Agreement on Compressed Working Week and Averaging of Working Hours**

Employer presented that this matter is waiting for Labour to provide mandate and Labour's position was that it has not yet finalized consultation with their principals. Matter was deferred to the next meeting.

#### **Collective agreement on arrangement of working hours**

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

#### **Backup power system in the clinics and hospitals**

The employer presented that they are still busy with the maintenance plan. Matter was deferred to the next chamber.

### 14 JUNE 2024

#### **Non-provision of uniform to Emergency Medical Service Personnels**

Employer presented that the suppliers who was appointed didn't have capacity and the contract were terminated and the new one has been appointed. Matter was deferred to the next chamber.

#### **Provision of uniforms/PPEs for Forensic Pathology Officers**

Employer presented that the suppliers who was appointed didn't have capacity and the contract were terminated and the new one has been appointed. Matter was deferred to the next chamber.

#### **Restructuring of Organizational Structure in the Department of Health Without following the Consultation Process**

The employer presented that they are still busy with this matter and consultation is considered. Matter was deferred to the next chamber.

### **Establishment of the Task Team to work on resolutions taken by the council.**

Parties will submit names of those will form the task team. Matter was deferred to the next chamber.

### **Restructuring without consultation in the PHSDSBC Chamber by the Department of Social Development in Limpopo Province**

Labour presented that the employer is implementing restructuring without consultation. The employer acknowledged that there was a consultation at management labour forum which is equivalent to workplace forum. Labour raised a concern that the structure which the employer consulted is not recognized by chamber constitution. The employer succumbed to the submission by labour and made commitment that will execute consultation at chamber level. Matter was deferred to the next chamber.

### **Proposed AD-HOC Structure Department of Social Development.**

The employer presented the draft amended structure to the chamber delegates. Labour noted the presentation, request the current existing structure so that can be able to consult workers. Matter was deferred to the next chamber.

### **Limpopo Department of Social Development Monitoring and Evaluation Policy**

Employer presented that they plan to monitor and evaluate policies. Labour noted the presentation with a submission that it is subjected for consultation. Matter was deferred to the next chamber.

### **Theft and Loss Management Policy – Department of Social Development**

The employer will present this policy in the next meeting. Matter was deferred to the next chamber.

### **Implementation of Head Office Structure**

The employer presented that the employer is intending to implement Head Office Structure. Labour raised a concern that matter is tabled for the first time in the chamber however, the employer also submitted that it was submitted for discussion and mandate. It was resolved that the employer will circulate all relevant documents to labour. Matter will be subjected to a special chamber meeting.

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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

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