



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

### REPORT 04 OF 2024

On 22 August 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 on the 21st of August 2024 with the Head of the Department related to this matter. The human resource officer presented to the task team the differences of salary notches on comparison if these personnels would have been hospital drivers and the current being Emergency Care Officers. It has been established that there is a gap of salaries to some of the individuals. The task team resolved that another meeting will be arranged for a way forward. The matter deferred to the next chamber meeting.

#### **ESTABLISHMENT OF TASK TEAM IN MONITORING THE IMPLEMENTATION OF SIGNED PHSDSBC COLLECTIVE AGREEMENTS**

Task team has been established. It has been reported that a circular has been issued to direct the token of appreciations for those were on duty during Covid 19 period as per PHSDSBC Resolution 2 of 2023. It has been reported that employer couldn't provide nurses uniform as per the agreement. The recent decision is that the allowance will be paid. The chamber will continuously monitor the implementation.

#### **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 deferred to the next meeting.

#### **MONITORING AND EVALUATION POLICY BY THE DEPARTMENT OF SOCIAL DEVELOPMENT**

Labour confirmed that they went through the draft policy, and it can

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be adopted. The chamber adopted the policy, and it will be removed from the agenda.

#### **THEFT AND LOSS MANAGEMENT POLICY – DEPARTMENT OF SOCIAL DEVELOPMENT**

The employer presented the draft policy to the chamber delegates. Labour raised questions and employer responded. Labour will submit inputs. Matter deferred to the next chamber.

#### **DRAFT COLLECTIVE AGREEMENT ON COMPRESSED WORKING WEEK AND AVERAGING OF WORKING HOURS IN TERMS OF SECTION 11 AND 12 OF THE BASIC CONDITIONS OF EMPLOYMENT ACT**

Labour demanded that this matter be separated because this agenda consists of two issues. Labour reported that their mandate is for exclusion of section 12 of the Basic Conditions of Employment Act. Employer presented that is withdrawing this matter. Matter removed from the agenda.

### BACKUP POWER SYSTEM IN THE CLINICS AND HOSPITALS

The employer presented that Capricorn, Sekhukhune Districts due to budgetary constrain will not provide maintenance of the generators. However, Waterburg, Mopani and Vhembe Districts will provide maintenance of the generators Labour will study the employer's report and will provide feedback in the next meeting. Matter deferred to the next chamber meeting.

### NON-PROVISION OF UNIFORM TO EMERGENCY MEDICAL SERVICE PERSONNELS

The employer presented that Provincial contract terminated, and they participate at National level. Matter deferred to the next chamber.

### PROVISION OF UNIFORMS/PPES FOR FORENSIC PATHOLOGY OFFICERS

The employer presented that Provincial contract terminated, and they participate at National level. Matter deferred to the next chamber.

### RESTRUCTURING OF ORGANIZATIONAL STRUCTURE IN THE DEPARTMENT OF HEALTH WITHOUT FOLLOWING THE CONSULTATION PROCESS

The employer reported that is not yet ready and this matter be deferred to the next meeting.

**Eastern Cape** (043-722-3776)  
**KwaZulu-Natal** (033-342-6847)  
**Northern Cape** (053-842-2001)

Matter 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 inputs are not yet concluded, and it be deferred to the next chamber. Matter deferred to the next chamber.

### LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT ORGANIZATIONAL STRUCTURE

The employer reported that consultation is in process. Labour noted the employer's submission. Matter deferred to the next chamber for monitoring

### IMPLEMENTATION OF HEAD OFFICE STRUCTURE

The employer presented consultation is on process and implementation will be in April 2025. Matter deferred to the next chamber for monitoring.

### CHAMBER AND CAUCUS CATERING

The Chamber Secretariat presented a concern related to poor attendance. The catering is for 20 delegates and this result to wasteful expenditure. Parties resolved that there will be attendance improvement.

**HOSPERSA OFFICES**  
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**North-West** (018-462-3692)

### CHALLENGES FACED BY TRAINED PROFESSIONAL NURSES IN RESPECT OF UNPAID LABOUR

Labour presented this challenge to the chamber delegates. The employer requested time for consultation and will respond in the next meeting. Matter deferred to the next chamber for monitoring.

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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.

**Gauteng** (011-791-2243)  
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