



PUBLIC HEALTH & SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER REPORT

REPORT 05 OF 2024

On 18 October 2024, representatives from HOSPERSA attended a Public Health & Social Development Sectoral Bargaining Council (PHSDSBC) 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 SERVICES

The employer presented that Human Resource Officer is still busy with the calculations for these affected employees. The employer will make a follow up with the responsible officer. The task team will meet on the 08 November 2024 which will be followed by a meeting with the Head of the Department on the 15 November 2024. 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. The employer (Health) presented that the circular will be issued on or before 25th of October 2024 and such circular will clarify that the Community Health Workers should be allowed to take the five (5) days

leave for Covid as provided by the PHSDSBC Resolution 2 of 2023. The chamber will continuously monitor the implementation.

IMPLEMENTATION OF RESOLUTION 3 OF 2019 PHSDSBC

The employer reported that the report is not yet finalised and requested that this matter be deferred to the next meeting. Labour noted the report, and the matter deferred to the next meeting.

THEFT AND LOSS MANAGEMENT POLICY – DEPARTMENT OF SOCIAL DEVELOPMENT

Labour presented that they have not yet finalized consultation, and they request to be given time to consolidate the inputs. Matter deferred to the next chamber.

BACKUP POWER SYSTEM IN THE CLINICS AND HOSPITALS

Labour confirmed that they received the report from the employer, however they are still studying the report in order to finalise the verification. Labour requested to provide feedback in the next meeting. Matter deferred to the next chamber.

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NON-PROVISION OF UNIFORM TO EMERGENCY MEDICAL SERVICE PERSONNELS

The employer presented that written commitment has been shared with labour through chamber including need assessment and they are waiting for feedback from National. Labour noted the report. Matter deferred to the next chamber meeting.

PROVISION OF UNIFORMS/PPES FOR FORENSIC PATHOLOGY OFFICERS

The employer presented that written commitment has been shared with labour through chamber including need assessment and they are waiting for feedback from National. Labour noted the report. Matter deferred to the next chamber meeting.

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

The employer presented that is anticipating concluding the report on or before end of October 2024 with an aim to call special chamber to present the report if the report will be concluded. Matter deferred to the next chamber meeting.

LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT STRUCTURE

Labour presented that they are aware that the employer is consulting individual employees, however they will provide a report in the next meeting. Matter deferred to the next chamber.

IMPLEMENTATION OF THE ORGANIZATIONAL STRUCTURE IN THE DEPARTMENT OF HEALTH – HEAD OFFICE

The employer presented that currently they are in the process of pencilling, which is a process of placing workers to a new structure and they will provide labour with a report after this exercise. Labour raised a concern that they are not part to this process.

Parties agreed that a chamber task team can be formulated. Labour will submit two (2) names from each union on or before 21st October 2024. Matter deferred to the next chamber.

CHALLENGES FACED BY TRAINED PROFESSIONAL NURSES IN RESPECT OF UNPAID LABOUR

The employer presented that they are still with this matter and request extension. Matter deferred to the next chamber.

CHAMBER TRAINING NEEDS ANALYSIS

The Chamber Secretariat presented to the delegates to conduct training needs so that the council can plan for training. Chamber noted the presentation and will submit those

training needs in the next chamber. Matter deferred to the next chamber.

X-RAY MACHINE NOT WORKING, TWO (2) THEATRES ARE NOT WORKING, AUTOCLAVE MACHINE BROKEN IN CSSD FOR STERILIZATION OF EQUIPMENT IN THEATRE DURING OPERATIONS. BLOOD GAS ALL BROKEN, VENTILATORS NOT WORKING IN THEATRE AND LEAKAGE OF SEWAGE AROUND THE HOSPITAL

Labour presented challenges as per this agenda item. Employer noted the matter and will respond in the next chamber meeting. Matter deferred to the next chamber.

DAVHANA CLINIC SEWERAGE IN FRONT OF THE CLINIC

Labour presented challenges as per this agenda item. Employer noted the matter and will respond in the next chamber meeting. Matter deferred to the next chamber.

DRAFT ETHICS POLICY FOR THE DEPARTMENT OF SOCIAL DEVELOPMENT

Employer presented that the officer assigned to do presentation for this matter had an urgent matter which led her not to be present. Labour noted employer's submission. Matter deferred to the next chamber.

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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