



PUBLIC HEALTH & SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER REPORT

REPORT 06 OF 2024

On 06 December 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 SERVICE

The task team had a meeting, the calculations were presented, and inputs were done. The Human Resource Officer will include the inputs. The task team will meet with the Head of the Department in January 2025. The task team requested that this matter remain on the agenda.

Matter deferred to the next chamber meeting.

IMPLEMENTATION OF RESOLUTION 3 OF 2019 PHSDSBC

The employer reported that they have completed the report and complied to this resolution. Labour raised a concern related to the rejections and error messages reflecting to the report presented by the employer. Employer commit that will provide clarity in the next meeting.

Matter deferred to the next chamber.

THEFT AND LOSS MANAGEMENT POLICY – DEPARTMENT OF SOCIAL DEVELOPMENT

Labour raised a concern that this matter is being discussed in the Coordinating Chamber Limpopo Province (CCPLP): that is the structure discusses issues that are transversal in nature, therefore this matter be withdrawn pending its finalization in the Coordinating Chamber. The employer requested that this matter be deferred to the next meeting pending further consultation. Labour agreed to the request of the employer.

Matter deferred to February 2025.

BACKUP POWER SYSTEM IN THE CLINICS AND HOSPITALS

Labour presented to the chamber that they identified inconsistency related to the backup power system maintenance plan and submitted that the employer must consider standardizing the maintenance plan so that it can be applied consistently. Labour further requested that this matter remain in the agenda for monitoring. The employer succumbed to the submission from labour.

Matter deferred to the next chamber.

06 DECEMBER 2024

NON-PROVISION OF UNIFORM TO EMERGENCY MEDICAL SERVICE PERSONNELS

The employer presented National Treasury granted them approval to procure uniform. Labour noted the report.

Matter deferred to the next chamber meeting.

PROVISION OF UNIFORMS/PPES FOR FORENSIC PATHOLOGY OFFICERS

The employer presented National Treasury granted them approval to procure uniform. 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 it couldn't manage to present the report as promised. The employer requested to report in the next meeting. Labour noted employer's report.

Matter deferred to the next chamber meeting.

LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT STRUCTURE

Labour stated that they could not finalise its inputs, and they requested that this matter be deferred to the special chamber meeting.

Matter deferred to the special chamber meeting on the 24 January 2025.

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

The task team has not yet had a meeting. The task team requested that this matter be deferred to the next chamber task meeting.

Matter deferred to the next chamber.

CHALLENGES FACED BY TRAINED PROFESSIONAL NURSES IN RESPECT OF UNPAID LABOUR

The employer presented that they are still engaging with their principals. The employer requested to report in the next chamber meeting.

Matter deferred to the next chamber.

X-RAY MACHINE NOT WORKING, 2 THEATRES 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

Employer presented that this matter to be engaged at Philadelphia workplace forum. The employer requested that it

be removed from the chamber, and it be redirected to the affected Hospital. Labour noted employer's submission.

Matter removed from the chamber and will be re-directed to Philadelphia workplace forum.

DAVHANA CLINIC SEWERAGE IN FRONT OF THE CLINIC

The employer presented that this matter to be engaged at Vhembe District workplace forum. The employer requested that it be removed from the chamber, and it be redirected to the affected District. Labour noted employer's submission.

Matter removed from the chamber and will be re-directed to Vhembe District workplace forum.

DRAFT ETHICS POLICY FOR THE DEPARTMENT OF SOCIAL DEVELOPMENT

The employer presented the draft policy to the chamber delegates. Labour noted the presentation and requested time to consult in order to submit inputs. Employer noted the submission from Labour.

Matter deferred to the next chamber.

POSTPONEMENT OF THE 2025 NURSES TRAINING (R171) INTAKE APPLICATION DEADLINE. (END NOVEMBER 2024)

Labour presented to the employer that this process be kept on hold till issues identified by labour are addressed. The employer presented that the intake is not within the Department of Health as employer but College. Labour submitted its position that they will take this matter back to members. Labour noted the submission by Labour.

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.