



## **MEMBERS UPDATE:**

### **PHSDSBC 1 OF 2022 ON THE PROVISION OF UNIFORM FOR NURSES IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTOR**

1. This serves as an update to members on the status regarding the provision of uniform for nurses in the public health and social development sector as outlined in the PHSDSBC Resolution 1 of 2022.
2. A council task team was convened on 09 February 2024, in that meeting, the employer did not table a different progress report than the one it had tabled in a task team meeting that was convened on 26 October 2023.
3. As per the employer's report, provinces were not on par in terms of progress regarding their procurement processes, and that was very concerning for organised labour, given that the provision of uniform for nurses was envisaged for 01 September 2024.
4. In the task team meeting that was convened on 09 February 2024, HOSPERSA requested the employer to furnish the task team with an updated project plan that would indicate the state of readiness for all the provinces as some of the provinces had not provided progress reports as at the time of the task team meeting of 26 October 2024.
5. HOSPERSA further proposed that a special task team meeting should be convened for the employer to appraise the task team on its progress

regarding the implementation of the PHSDSBC Resolution 1 of 2022 for the implementation date of 01 September 2024.

6. Organised labour further indicated that the outcomes from the special task team meeting would allow for a labour position to be taken in a follow-up special council meeting to be requested.
7. A task team meeting was scheduled to convene on 10 May 2024; however, the meeting was postponed due to the unavailability of parties.
8. HOSPERSA is very worried with the status quo regarding the provision of nurses' uniform, the fears we initially raised of the employer using a decentralized procurement process further confirms the current non-readiness by the employer to be able to provide uniform to our members by 01 September 2024.
9. Our position, as HOSPERSA on the matter, is very clear and is in line with provisions as contained within the PHSDSBC Resolution 1 of 2023 (Amendment of Resolution 1 of 2022; Agreement on the Provision of Uniform for Nurses in the Public Health and Social Development Sector) if the employer is unable to provide uniform on 01 September 2024.
10. Clause 4.2 of the PHSDSBC Resolution 1 of 2023, allows for a once off uniform allowance to be paid to all qualifying nurses, clause 4.3 and 4.4 further allows that if the employer cannot provide uniform come 01 September 2024, the payment of a once off uniform allowance should continue to be paid to our members, taking in consideration the applicable inflation rate annually, as pronounced by the National Treasury.
11. We will continue to update members regarding developments on the matter, however, our position as HOSPERSA is steadfast, in that the employer should continue to pay our members uniform allowance, should there be no uniform provided on 01 September 2024.