



# PUBLIC HEALTH & SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER REPORT

## REPORT 02 OF 2024

11 NOVEMBER 2024

On 08 November 2024, representatives from HOSPERSA attended a Public Health & Social Development Sectoral Bargaining Council (PHSDSBC) meeting to discuss the following items.

### STAFF SHORTAGE

The department has identified R278 million to fill critical posts for 2024/2025.

The critical posts from all districts are R980 million, costed for 9 months which exceeds the R278 million budget.

The department has advertised non-OSD posts to address the staff shortage.

The department has advertised 28 Emergency Medical Services (EMS) posts for the province to address staff shortage in EMS.

### DATA CAPTURES

The department has extended the data captures contract to 3 months, and they will be paid on the 15th of November 2024.

Labour will have a bilateral meeting with the HOD to discuss the data captures advertisements.

### NURSES TRANSLATIONS

Posts were advertised and interviews were conducted to address the issue of shortage and translations of nurses for those who meet requirements.

Labour requested the employer to centralise the recruitment process to districts to avoid delays.

### STANDARDISATION OF SHIFT WORK

Chamber requested employer to convene a safety summit to discuss the safety concerns of employees.

Labour has requested chamber not to adopt the report until they have addressed the staffing of EMS, forensic and rural clinics and hospitals.

Labour further requested the employer to conclude the recruitment process before chamber can adopt the report and employer should withdraw the implementation of the standardised shift as proposed.

Chamber resolved to refer the report back to the task team to amend the report.

### DECENTRALISATION AND DEINSTITUTIONALISATION MANAGEMENT OF MULTI-DRUG-RESISTANT TUBERCULOSIS SERVICE IN MPUMALANGA DOH.

Tuberculosis (TB) workshop was conducted by the employer on TB Hospitals and resolved as follows: Barberton TB Hospital will be a rehabilitation centre for the province.

Witbank Hospital will be an internal medicine hospital merging with Witbank hospital.

Bongani Hospital will remain as TB hospital for the province.

Labour and employer to visit the hospitals for physical verification to ensure readiness.

### ORGANOGRAM DOH

Labour has provided input and the employer will proceed with the implementation of the organogram.

### SAFETY OF EMPLOYEES

Employer was supposed to convene a safety summit, and the summit was not convened.

A meeting with the Head of Department (HOD) of safety and

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liaison and Department of Health (DOH) to be convened by the employer.

### **EMERGENCY MEDICAL SERVICES COLLEGE**

A meeting was convened by the employer, Hospersa and PSA were the only unions present at the meeting and the meeting was postponed to a new date to be confirmed by the employer.

The item remains in the agenda.

### **RELOCATION OF MIDDLEBURG HOSPITAL**

The new Middleburg Hospital construction work has been completed.

The employer will engage organised labour for consultations before the official relocation.

### **GENERAL UNIFORM POLICY**

The item is deferred to the policy task team.

#### **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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