



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL SPECIAL CHAMBER MEETING

REPORT 1 OF 2024

28 FEBRUARY 2024

On 7 February 2024, delegates representing HOSPERSA attended a Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Special Chamber meeting in the North West Province.

The issues discussed are as follows:

Approved Structures for both Departments of Health (DoH) and Department of Social Development (DSD)

The Employer (DoH) presented the structure and made an indication that the structure was approved in 2019 due to the pressure from the Minister of Department of Public Service Administration, which did not afford them enough time to thoroughly go through all required steps.

The employer only focused on sub-district, district, and provincial offices. Labour was not satisfied since the structure was approved without the necessary consultation and made it clear that this must not happen again.

The Employer reported that currently they are embarking on the needs analysis.

The comments made on the Department of Health (DoH) report should be noted by Department of Social Development (DSD), and all appropriate reports will be presented in the next chamber.

Vacancy Rate and Acting Positions

The agenda item will be entertained by parties when the chamber is able to make numerical values of different salary levels based on the available structure.

All parties agreed to report when numerical values are presented in line with the available structure.

Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen

No progress made on the agenda item. The report will be presented in the next chamber.

Exploitation of Junior Nurses by the Hospitals During Night Shift

No progress made on the agenda item. The report will be presented in the next chamber.

Provision of Government Garage (GG) Cars per Region/District and Institutions and Report on any Shortage thereof

Labour accepted and appreciated the report from Employer, Social Development.

It was reported that the Employer could not procure vehicles for the past financial year due to budget constraints. It was reported that old vehicles are used for short distances.

It was agreed that the Employer must present the age analysis report of the vehicles which will be used to eliminate and determine the hazard.

Draft Policy on Education Training and Development (DSD)

Labour noted and acknowledged the report on the education policy. Labour was impressed that the policy clearly seeks to govern employee training and development within the department.

All parties agreed to adopt the policy.

Psychological support for Workers Monitoring Tool

No progress made on the agenda item. The report will be presented in the next chamber.

DSD Intervention Task Team Report

Chamber Management wrote to the Head of Department at the Department of Social Development (DSD). The response was that the request of the Intervention Task Team should be requested from the prior, of which Labour was not impressed. It was emphasised that the bilateral meeting should be organised with the department so that these issues can be addressed and not stay longer on the agenda of the chamber.

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Parties agreed that there should be a meeting between the Premier of the province, the management of social development, and unions to discuss this agenda item.

Grading of Drivers

Labour presented the unfairness among the salary levels of drivers in the province, where others are on Salary Level 3, whereas others are on Salary Level 4.

The employer acknowledged that the presentation made an indication that they would report corrective measures or a comprehensive report on the agenda item in the next chamber.

The parties agreed that the employer should make an investigation and present discrepancies to the chamber in the next chamber.

The employer will draw up a personal report on all drivers to make a proper determination of the reported unfairness.

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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