



## PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING

### REPORT 2 OF 2024

**28 FEBRUARY 2024**

On 8 February 2024, HOSPERSA representative attended a Provincial Chamber meeting of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) in the North West Province.

The issues discussed are as follows:

#### **Performance Management Development System (PMDS).**

Labour was not satisfied with the PMDS Report based on the progress that the Employer, Department of Health (DoH) has presented. Labour was concerned that the union always present the same submissions and give the same reasons, which is an indication of regression.

Labour was satisfied with the report presented by the Employer Department of Social Development (DSD) and encouraged them to keep up the good work.

The Employer, DoH is to pull the Persal Report to make an age analysis and mandate the districts to make submissions on the employees who were not assessed. The report will be presented in the next chamber.

Labour proposed that the Employer, DoH, include corrective measures on the report to deal with the challenges hindering assessments.

#### **Occupational Health and Safety (OHS)**

The Employer requested to present the report in the next chamber due to the unavailability of the responsible manager of DoH (medically unfit) and the unavailability of the report from DSD.

Labour and Employers agreed to let the OHS reports be presented in the next chamber.

Labour made an indication that the fact that Employer did not present the report does not stop Labour's efforts to enforce compliance continuously.

#### **Centralization of the Communication Centre, Resources and Tracking Device- Emergency Medical Services (EMS)**

Labour acknowledged and appreciated the report. The Employer indicated that they are in the process of completing the Computed Aided Dispatch (CAD) System for effective operations and procuring additional vehicles.

Labour indicated that there are non-functional emergency vehicles at the head office, and they must be put into use. Labour further indicated the risk that a lack of resources puts on the professionalism of the EMS officials.

The Employer acknowledged the concerns from Labour and indicated that progress will be reported in the

next Chamber meeting. Parties agreed that Labour will be included on the EMS Accident Committee.

#### **Progress Report on the Implementation of PHSDSBC Resolution 3 of 2019**

Labour acknowledged and welcomed the report with the consideration that different professional councils deduct from members on different dates.

Parties agreed that progress will be presented in the next chamber meeting.

#### **Temporary Closure of Boikagong Child and Youth Care Centre in Mafikeng**

Labour is grossly disappointed with the report from the Employer. The matter is discussed in the Chamber; however, the Department (DSD) has approved the utilization of the structure for certain purposes. Labour maintained a position that the Boikagong Child and Youth Centre will remain closed until it is OHS-compliant.

It was agreed that it would be dealt with using the dispute resolution process because the Employer is misleading the chamber and negotiating in bad faith.

The item be removed from the agenda of the Chamber.

### Occupation Specific Dispensation (OSD) Implementation reports

The template for reporting was presented for reporting and Labour was satisfied.

Template was adopted and Parties agreed that Employer will get the report in the next Chamber.

### Sexual Harassment Policy

Employer presented that the presenter could not be available due to disability challenges and proposed a virtual presentation. Labour indicated that the policy be deferred to the next chamber.

Parties agreed that the Employer will arrange a separate sitting specifically to deal with the policy and present the report in the next Chamber.

The Employer must make sure that their premises are compliant with Employment Equity Act to accommodate people living with disabilities.

### Industrial Action Reporting

There was no updated report on this agenda item.

Both parties agreed to report to the Chamber when there are industrial actions.

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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

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