



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING

REPORT 03 OF 2024

09 APRIL 2024

On 05 April 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:

Confirmation of the Annual Report-2023/2024

Labour appreciated the report and the management of the chamber for ensuring that the North West Province (NWP) Chamber becomes a success. Labour also recognised the good work that the employer has done, including submissions and the compilation of reports. The employer concurred with Labour on the credits, which included caucuses and the attendance of the chamber, including special chambers.

1. On the age analysis of the agenda items, Labour indicated that in the conclusion and reflection on the items, some issues such as OHS, OSD, and EMS remain standing items on the chamber because we do not improve on such issues, especially since the employer has most of the responsibility to ensure compliance with such regulatory

legislation. This is not about giving the reports, but about the progress that those reports must entail.

The employer indicated that it emphasised the participation of labour in OHS committees at various levels. Additionally, the employer indicated that it is committed to resolving issues around PMDS and EMS, acknowledging that as much as they are mandate-driven, they will ensure that there is progress on these issues.

2. On the issue of adoption of policies, Labour indicated that slow progress on policy adoption is due to numerous factors we always consider before adopting, such as benefits for employers and employees, transparency and fairness, usefulness, and other factors. Unfortunately, most of our policies are regulatory, where the focus is on the on the behaviour, practices, and control of our members or employees. For example, the Sexual Harassment Policy, the Parking Policy, and the and the Use of social media are policies that you cannot just jump on and adopt without thorough consideration. The employer additionally indicated that they are working on finalising policies dealing with nursing issues.

The report was acknowledged and appreciated by both parties, and it was agreed to improve on areas that include age analysis of the agenda items (PMDS, OSD, OHS, and EMS) and slow progress on the adoption of policies. Parties agreed to be equally committed to improving on the mentioned grey areas. Labour confirmed the report, and the employer seconded.

Recommendations from both parties:

1. Task Teams
2. Have multilateral meetings and utilize Special Chambers
3. Arrange a day to make a reflection on the report.

Confirmation or Election of the Chamber Chairperson and Vice-Chairperson

Labour nominated Cde Makazen Modise to be the Chairperson of the Chamber, seconded by the employer, and Cde Leonard Choeneemang was nominated by the employer, seconded by Labour. Both were duly elected to occupy the positions. Nominations and elections were noted.

+++++

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)



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.

HOSPERSA OFFICES

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)