



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

### REPORT 4 OF 2024

18 OCTOBER 2024

On the 3rd of July 2024, HOSPERSA delegates participated in a Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Special Chamber meeting in the North West Province.

The meeting aimed to engage with the employer on several important topics, as detailed below:

#### **Safety, Health, Environment, Risk & Quality Management Policy**

The employer made a presentation on the policy, focusing on the proposed changes. Labour acknowledged the report, and the employer responded to the concerns raised.

Parties agreed to allow labour to consult with their principals from now until the next chamber meeting in September 2024.

#### **Substance Abuse Policy**

The employer presented the policy, and labour raised questions regarding the liability of rehabilitation costs and the disclosure requirements for drugs used for medical purposes, which were not specified in the policy.

The employer noted these inputs. Parties agreed that the employer would incorporate the inputs and bring the revised policy back to the Chamber for ratification and endorsement.

#### **Policy on HIV/AIDS, TB, & STI Management**

Labour expressed satisfaction with the policy presentation and made additional inputs, which were noted by the employer.

Parties agreed that the employer would integrate the inputs, and the policy would be endorsed at the next chamber meeting.

Labour recommended that the employer consider non-communicable diseases contracted in the workplace when making policy inputs.

#### **Bereavement Policy**

The employer presented the policy, which was appreciated by labour for recognizing the moral support employees require from the employer.

Labour's inputs were accepted by the employer.

Parties agreed that the employer would incorporate the inputs, and the policy would be endorsed at the next chamber meeting.

#### **Submission of Trade Unions' Elected Office Bearers and Shop Stewards within the Sector**

The employer presented this agenda item, which was acknowledged by labour.

Parties agreed that labour would provide a report on the elected office bearers and shop stewards at the next chamber meeting.

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### 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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