



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

### REPORT 5 OF 2024

18 OCTOBER 2024

On the 4th of July 2024, Hospersa delegates attended a Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) provincial chamber meeting held in the North West Province.

The meeting covered a range of critical topics, as detailed below:

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

The employer presented the report and the following updates noted:

- **Fleet:** Bids from different companies have been evaluated and are awaiting approval.
- **Uniform:** All accruals for uniforms have been procured, with delivery pending from the supplier, except for shoes.
- **Operational Ambulance Coverage:** The number of operational ambulances has decreased due to the withdrawal of high-mileage ambulances and accidents, affecting national coverage targets. Three new 22-seater buses have been

purchased and allocated to PPT operations.

Labour emphasized that the employer must adhere to the existing uniform policy for EMS officials and highlighted a directive that Occupation Specific Dispensation (OSD) posts must be filled, providing an opportunity to increase human resources.

Parties agreed that the employer will provide a detailed report in the next chamber meeting, including the number of ambulances per district, their models and makes, current mileage, and the number of ambulances withdrawn per district.

#### **Approved Structures for Department of Health and Social Development**

- The Department of Health presented a comparison of the 2007 and 2020 structures, showing a reduction of 12,671 positions.
- The Department of Social Development structure was also presented, showing an improvement in the appointment of critical positions last done about seven years ago.

Labour's Response:

Labour requested clarification on the drastic reduction in positions despite an increasing population, indicating that this reduction negatively impacts workers and increases burnout.

Labour was dissatisfied with the employer's explanation, which attributed the reduction to budget constraints.

Parties agreed that the structures of both departments will remain on the agenda for monitoring appointments.

Additionally, the departments will provide updates on recruitment processes and the number of employees.

#### **Vacancy Rate and Acting Positions**

- Department of Health vacancy rate: 11%
- Department of Social Development vacancy rate: 12%

Labour expressed concern about the high number of acting positions, which strain department functionality and employee well-being.

Parties agreed that the employer will strive to meet acceptable vacancy

rates and utilize available recruitment opportunities.

Labour recommended correcting the appointment of officials in Social Development to ensure proper grade progression.

### **Non-Nursing Duties: Escorting Patients, Issuing Files, Cooking, and Cleaning Linen**

The employer presented a report, including a response from the South African Nursing Council (SANC), which was not helpful in resolving the issue.

Labour acknowledged the report but expressed concern about the slow resolution of the matter.

Parties agreed to a meeting with the Health Professions Council of South Africa (HPCSA) and other relevant professional bodies, with organized labour participating.

Labour recommended continued consultations on this policy.

### **Exploitation of Junior Nurses During Night Shifts**

The employer could not provide a report on this matter, which dissatisfied labour. The employer requested to remove this item from the agenda, but labour disagreed.

Parties agreed that the employer will present a report on reported incidents at the next chamber meeting.

### **Implementation and Monitoring Task Team Reports: Progress**

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

### **Report on PHSDSBC Resolution 3 of 2019**

Both parties discussed taking this agenda item to the Chamber Task Team.

Parties agreed to develop a task team with defined terms of reference and report its activities to the chamber.

### **Occupational Specific Dispensation (OSD) Reports**

The Department of Health presented on OSD resolutions. Labour was satisfied and requested Human Resource officials to ensure proper implementation.

The Department of Social Development's report was accepted by labour, who requested accuracy in paying grade progression monies.

Parties agreed that the employer will improve the implementation of resolutions and that the matter will be monitored by a task team, with reports submitted to the chamber.

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

The Department of Health withdrew their report due to lack of quality assurance and will provide a proper document at the next meeting.

The Department of Social Development's report was satisfactory to labour.

Parties agreed that the Department of Health will present the report at the

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

next chamber meeting and were applauded for seeking approvals to address backlog payments.

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

Both the Department of Health and Social Development presented their reports, which were accepted by labour.

Parties agreed that the employer will address the concerns raised by labour regarding inspections and reporting and improve identified loopholes.

### **Performance Management of Community Health Workers (CHWs)**

HOSPERSA made a presentation to the chamber which was noted by both parties.

Parties agreed that the employer will conduct thorough consultations and report to the chamber at the next meeting.

### **Task Team on PHSDSBC Resolution**

Parties agreed to implement a task team and develop terms of reference.

+++++

### 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)