



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER MEETING

REPORT 7 OF 2024

The North West Provincial Chamber of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a pivotal meeting on 19 September 2024.

This session addressed key issues critical to advancing the chamber's objectives and fostering effective collaboration between stakeholders.

The following key issues were at the heart of the discussions:

AGENDA ITEMS OF THE CHAMBER:

Labour proposed that the chamber should focus more discussions on multilateral meetings and task teams to drive progress.

SPECIFIC AGENDA ITEMS FOR THESE MEETINGS INCLUDED:

Centralization of the Communication Centre.

Resources and Tracking Devices for Emergency Medical Services (EMS).

Approved Structures for both the Departments of Health and Social Development.

Vacancy Rates and Acting Positions Occupational Health and Safety Challenges.

Policy Issues under Chamber Review.

The employer supported Labour's proposal, and both parties agreed to address these matters within the framework of the multilateral meetings.

DECISIONS:

Parties agreed to enhance discussions in multilateral meetings and task teams to improve progress on key issues.

PMDS (PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM)

Labour expressed appreciation for the employer's report on progress in the Health Department. The employer provided an update, especially regarding probation and the Department of Social Development (DSD).

It was noted that while annual assessments for 2023/2024 had been completed, the health report was delayed due to issues in the NMM District. Labour requested that the district resolve its challenges to avoid hindering the chamber's progress.

DECISIONS:

The employer (Health) will address delays in the NMM District to ensure timely submission of reports.

Employer DSD will present PMDS updates as they become available.

18 OCTOBER 2024

PERFORMANCE MANAGEMENT OF COMMUNITY HEALTH WORKERS (CHW):

The employer did not have a report on this matter. Labour emphasized the importance of including details on skills development for employees, along with tools of trade and provision of uniforms.

DECISIONS:

The employer committed to presenting a report on CHWs at the next chamber meeting, with an emphasis on skills development and uniform provision.

TASK TEAM ESTABLISHMENT (RESOLUTIONS):

Parties agreed to finalize the establishment of a task team and schedule the first meeting. The employer was tasked with appointing a convener.

DECISIONS:

The first Task Team meeting was scheduled for 18 October 2024 at 10:00. DSD will communicate the venue, and the convener will update on logistics, including refreshments.

DSD TASK TEAM REPORT:

A letter presented by the chamber secretary indicated that the Premier was unable to provide the DSD Task Team report. However, both the Premier and

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HOD expressed their willingness to present it at a later stage.

DECISIONS:

The parties agreed that the HOD would present the DSD Task Team report at the next chamber meeting.

The secretary will confirm the HOD's availability and notify the chamber accordingly.

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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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