



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL SPECIAL COUNCIL MEETING

REPORT 10 OF 2024

A Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) special council meeting was convened on the 07th of August 2024.

Nurses Uniform Allowance Task Team Report

The Office of the General Secretary (OGS) provide a brief report emanating from the task team meeting that was convened on 12 July 2024, the synopsis of the task team report indicated that, given the apparent lack of readiness organised labour had recommended to parties to the council, that clause 4.4 of the PHSDSBC Resolution 1 of 2023 should be invoked for the employer pay employees uniform allowance to members come 01 September.

Organised labour concurred with the recommendations by the task team to have clause 4.4 of the PHSDSBC Resolution 1 of 2023, for uniform allowance to be paid to employees by 01 September 2024.

Organised labour further proposed the relooking of the composition of the uniform provision of the task team, as well as relooking the terms of reference of the task team, given the current challenges that was affecting the functioning of the task team.

The reworking of the task team will allow for both the employer and organised labour to be on par in terms of the work that is expected of it, in ensuring that uniform is ultimately delivered to our members as per the collective agreement.

The Employer agreed with the issue of reworking the current terms of reference for the task team as well as the composition of the task team to correct the current challenges of the task team.

Organised labour indicated that parties to the council should further investigate whether of the provision of uniform will happen come the year 2025, that perhaps parties to the council should extend the deadline of 2025 to a further deadline for uniform provision, as it is concerned that come the year 2025, the Employer would still not be ready.

Therefore, the task team should be in existence for two years as opposed to just one year.

The Employer noted the task team report, and further indicated that it also agreed to the recommendations that was made by parties to the uniform provision task team of invoking clause 4.4 of the PHSDSBC Resolution 1 of 2023.

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However, the uniform allowance would only be paid by 30 November 2024, as it was not ready to make payments by 01 September 2024, as set out in the PHSDSBC Resolution 1 of 2023.

Organised labour agreed with the deadline by the Employer of paying employees their uniform allowance by 30 November 2024, as it understood the rationale that was provided by the employer of not being ready in terms of provincial processes to pay by 01 September 2024.

Parties agreed that the OGS should draft reworked terms of reference to be circulated to parties to the council inclusive of issues surrounding the life span of the task team itself for deliberation in the next council meeting.

Parties further therefore agreed that the Employer pay members their uniform allowance by 30 November 2024.

Development of Standard Operational Procedure for recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes and absorption in the health system for CHWs and subsequent

process that may follow in line with policy framework and strategy for word-based outreach teams

The OGS indicated that the task team had indicated in its previous report that the Employer was still seeking a mandate on the draft collective agreement that organised labour had tabled regarding Community Health Workers (CHWs) and their permanent absorption amongst a myriad of issues.

The OGS further indicated that, organised labour was therefore, proposed that the matter should be escalated to the level of council, for parties to the council to provide further guidance.

Organised labour concurred with the submission by the OGS, and further indicated that the task team was not making any headway in terms of the implementation of clause 5.5 of the PHSDSBC Resolution 1 of 2018, via the development of the Standard Operating Procedures (SoPs) for the standardised remuneration and appointment for CHWs.

Organised labour had also previously requested that it form part of the review process of the WBPHCOT policy, however, that has not happened.

The rationale for escalating this issue is based on the realisation that the task team is not fulfilling its mandate in ensuring that that clause 5.5 of the PHSDSBC Resolution 1 of 2018 is indeed implemented.

Organised labour indicated that various challenges affecting CHWs in various provinces were identified and relayed to the employer, however, to date the issues have not been addressed.

Therefore, organised labour's position was very clear in that, the task team should be disbanded, and the CHWs matter be dealt with directly at the level of council, as opposed to be dealt with at a task team level.

The Employer noted the submission by organised labour, and further indicated that it was still seeking a mandate on the matter.

The Employer further proposed that the terms of reference for the task team on CHW should also be relooked, especially on issues that were outstanding in terms of clause 5.5 of the PHSDSBC Resolution 1 of 2018.

Organised labour agreed with the reworking of the terms of reference, and the agenda item being dealt with solely at the level of the council, given the many hurdles that have not been resolved at the level of the task team.

Organised labour further proposed that in the next ordinary council meeting should provide a concise report and mandate surrounding on issues surrounding the clause 5.5 of the PHSDSBC Resolution 1 of 2018 and the implementation thereof (i.e. the development of the SoPs in line with clause 5.5 and the review process of the current WBPHCOT policy).

The Employer concurred with the proposal by organised labour to disband the council task team on CHWs and deal with all matters relating to CHWs at the level of council, and further agreed to providing a concise written report in the next ordinary council meeting on all the issues as contained to the implementation of clause 5.5 of the PHSDSBC Resolution 1 of 2018.



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