



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL MEETING

REPORT 7 OF 2024

On 27 March 2024, HOSPERSA delegates attended a Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) meeting, engaging in discussions on various pertinent matters concerning the sector.

The topics addressed during the meeting are outlined below:

Procedure for Training and Nurses Intake:

Organised labour tabled a draft collective agreement on the Procedure for Training and Nurses Intake.

The employer indicated that it noted the concise and detailed draft collective agreement that was tabled by organised labour and proposed that the draft agreement should be referred to the Collective Bargaining Committee (CBC) for further discussion by parties to the CBC.

The employer further indicated that it would seek a mandate from its principals and provide further feedback at the level of the CBC and at the level of the next council meeting.

Organised labour noted and acceded to the employer's proposal.

Parties, therefore, agreed to the draft collective agreement on the Procedure for Training and Nurses Intake to be referred to the CBC for further

engagement and for the employer to concurrently seek a mandate with its principals on the tabled draft agreement, to provide feedback in the next council meeting.

Professionalisation of Community Development Practitioners:

The employer reported that it was still awaiting a mandate from its principals regarding the progress report that was submitted to the Minister of Social Development on the agenda item.

Organised labour noted the submission that was tabled by the employer, and further indicated that the life span of the agenda item was very concerning.

Organised labour further implored on the employer to fast track the finalisation of the agenda item.

Parties agreed for the employer to provide feedback in the next council meeting.

Implementation of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Resolution 3 of 2019:

The OGS reported that it had received progress reports from seven (7) chambers, and three (3) chambers were still outstanding in terms of providing progress reports regarding statutory

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deductions of various councils as per the signed collective agreement.

Organised labour indicated that it noted the report by the OGS, and further indicated that the employer should be taking accountability for the lack of reports by the 3 chambers, given that in the previous council meeting, parties had agreed that the employer would have to account for all the ten (10) chambers by providing progress report on the implementation of the collective agreement, as the item was a standing council agenda item.

The employer indicated that it would circulate the outstanding reports from the 3 chambers by 03 April 2024 to organised labour via the OGS.

Token of Appreciation for All Frontline Employees/Workers During the Covid-19 Period:

Organised labour tabled a draft amended collective agreement on the token of appreciation for all frontline employees/workers who worked during the covid-19 period.

Organised labour further indicated that the draft amended collective agreement, was tabled due to the inundated complaints that it had received from employees who had been omitted from the initial tabled categories, as well as based on the number of queries emanating from the implementation

webinars that had been convened on recently concluded collective agreements.

The employer noted the tabled draft collective agreement by organised labour and proposed that the draft collective agreement be referred to the CBC for further engagement by parties.

The employer further indicated that it would seek a mandate from its principals regarding the tabled draft collective agreement and provide feedback in the next council meeting.

Standardisation of Remuneration for Community Health Workers (CHWs) in the Department of Health:

The OGS reported that the council task team on the issue of Community Health Workers (CHWs) had not convened a meeting recently due to the employer having requested a postponement.

Organised labour further reported that, it had tabled a draft collective agreement in November 2023 which focuses on amongst several issues, the absorption of CHWs.

The employer had to date, not provided any response pertaining to the draft collective agreement that organised labour had tabled.

Organised labour further indicated that it had also proposed that it form part of the task team that would be dealing with the review of the current WBCHOPT policy, however, the employer had to date not provided any feedback.

Organised labour reported that, it was not convinced that the council CHW task team was serving its intended purpose of ensuring effective engagements surrounding the draft collective

agreement that was tabled in November 2023.

Organised labour further proposed that the next scheduled CHW task team should be convened on 05 April 2024, the OGS should also compile a concise report on the CHW task team meetings that had been convened to date, inclusive of the task team meeting to be convened in the month of April 2024.

The OGS report should then be able to decide as to whether the council CHW task team has been effective or not, organised labour would by then be able make an informed decision as to whether the draft collective agreement surrounding the absorption of CHWs should be escalated at the level of council for negotiations or the task team should continue with its work.

The employer noted the submission by organised labour and indicated that it was unfortunate that to date there was no progress regarding its mandating processes pertaining to the draft collective agreement that was tabled by organised labour in November 2023.

It agreed with the proposal by organised labour that a CHW task team meeting should be convened on 05 April 2024, as a final attempt in deciding as to whether the CHW task team has been effective in dealing with the draft collective agreement that was tabled or the matter should be escalated at the level of council for further negotiations by parties.

Provision for Nurses Uniform in the Sector:

The OGS reported that the next scheduled task team on the provision of nurse's uniform would be convened on 12 April 2024.

Organised labour indicated that it would wait for the task team to be convened in order to assess the state of readiness by the employer in terms of providing uniform for nurses in the sector, thereafter it will request for a special council meeting to pronounce its position as labour, given the current deadline of 01 September 2024, as per the recently signed collective agreement in the council on the provision of nurses uniform.

The employer noted and agreed to the submission by organised labour.

Draft Collective Agreement on Picketing Rules:

The OGS reported that the PSCBC had indeed confirmed that sectors can proceed with the drafting of their own picketing rules.

The OGS further reported that it would circulate an updated draft picketing rules agreement for parties to the council to reconcile and solicit mandates, given that there was already a draft agreement that was previously tabled in council, and therefore wasn't a need to draft a new one.

Parties to the council would then provide feedback in the next council meeting regarding their mandating processes on the draft agreement that would have been circulated by the OGS.

Parties to the council noted and agreed to the submission that was provided by the OGS.

Child and Youth Care Workers Performing Duties that are not Within their Scope:

The employer reported that was still collating information to table a report on the matter.



**PHSDSBC MEETING
(Continued)**

Furthermore, the employer proposed that the final report it was busy compiling be tabled in the special council meeting.

Organised labour noted the submission by the employer, and further proposed that the special council meeting be convened between 22 – 26 April 2024, in ensuring the finalisation of the agenda item.

The employer agreed to the proposal by organised labour of convening the special council meeting between 22 – 26 April 2024.

**Current CHWs Contract of
Employment vs Lifespan of
Resolution 2 of 2022:**

Labour reported that several CHW contracts in various provinces did not align with the PHSDSBC Resolution 2 of 2022.

The lifespan of Resolution 2 of 2022 was from 01 April 2022 to 30 March 2025, however, several CHW contracts were renewed annually instead of running from 01 April to 30 March 2025.

Labour, therefore, proposed that the current CHW contracts should be aligned with the PHSDSBC Resolution 2 of 2022, as the non-alignment was causing a lot of administrative hassles for both employees and trade unions alike.

The employer noted the submission by labour and indicated that it would provide a concise response in the next council meeting.



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Eastern Cape (043-722-3776)
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Limpopo (015-295-3272)
North-West (018-462-3692)

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Mpumalanga (013-752-6199)
Western Cape (021-591-9283)