



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL MEETING

REPORT 2 OF 2024

On 7 February 2024, representatives from HOSPERSA attended the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) meeting to address the following matters with the employer.

1. Procedure for Training and Nurses Intake

- a. Organised labour indicated that it was currently busy with compiling a draft resolution on the matter.
- b. The draft resolution would be submitted on 28 February 2024 to the employer, for the employer to commence with mandating with its principals.
- c. The Employer noted the submission by organized labour and would therefore wait for the tabling of the draft resolution as indicated.

All parties agreed that organized labour is to table a draft resolution on the Procedure for training and nurses Intake.

2. Professionalisation of Community Development Practitioners

- a. The Employer tabled a written progress report on the item.
 - b. The Employer further indicated that the agenda item was still working in progress, it would therefore provide further progress in the next council meeting.
 - c. The employer also apologised for the delay in finalizing the matter and indicated that the agenda item was subject to legislative processes.
 - d. Organised labour noted the employers progress report on the matter.
- The employer is to provide further progress on the matter in the next ordinary council meeting.

3. Implementation of Resolution 3 of 2019 (PHSDSBC)

- a. The Office of the General Secretary (OGS) indicated that all the chambers had reinstated the agenda item as per the previous decision by parties to the council.

09 FEBRUARY 2024

- b. Organised labour requested that all chambers who had not provided status reports on the agenda item in the month of December 2024 should provide those outstanding reports to the OGS, timeously.
- c. Furthermore, organized labour indicated that a consolidated report on the agenda item should be provided by the OGS in the next ordinary council meeting.

All parties agreed to instruct chambers that had not provided progress reports in December 2023 to submit them.

The OGS is to provide a consolidated report on the agenda item in the next ordinary council meeting.

4. Token of Appreciation for All Frontline Employees/Workers During this Period

- a. The OGS indicated that the agenda item would be tabled in all the upcoming chamber meetings for the chamber task teams to monitor the implementation of the Collective Agreement.

b. Organised labour indicated that it would table an amended Collective Agreement on 28 February 2024, as per the decision agreed to by parties to the council in the month of December 2024, due to the number of challenges that had been identified in the various provinces regarding the collective agreement on the token of appreciation.

c. Organised labour further requested that the OGS ensure the speedy tabling of the Collective Agreement in all the chambers, and where the need arises special chamber meetings should be convened for chamber task teams to commence with their work regarding monitoring of the implementation of the signed agreement.

d. The employer noted the submission by organized labour and indicated that it would wait for the draft amended resolution.

The OGS to ensure that chambers table the agenda item as an urgent matter for chamber task teams to commence with monitoring of the implementation of the signed collective agreement.

Organised labour is to table the amended draft resolution on the token of appreciation for all frontline workers during Covid-19 on 28 February 2024 for parties to the council to commence negotiations.

5. Standardization of Remuneration for Community Health Workers in the Department of Health

a. The OGS reported that the task team on the standardization of remuneration for community health workers in the department of health had convened a meeting on 02 February 2024.

b. Organised labour indicated that it had tabled a draft resolution on the modalities regarding clause 5.5 of the agreement that was previously concluded, i.e. a draft resolution on the development of standard operating procedures for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes and absorption in the health system for community Health Workers and subsequent process that may follow in line with policy framework and strategy for ward based outreach teams.

c. Organised labour further requested that the employer should allow for it to be part of the review process on the review of the current Ward-Based Primary Health Care Outreach Teams (WBPHCOT) policy by the National Department of Health, as the review of the policy would have an impact on the draft resolution that it had tabled before council.

d. The Employer proposed that the task team should be given time to do its work, and that it should also be allowed time as the Employer to seek a mandate from its principals regarding the draft resolution that organized labour had tabled in November 2023.

e. The Employer further indicated that the financial implications attached to the draft resolution were a lot and therefore, it required time to mandate on the matter, and would provide feedback in the next ordinary council meeting, and at the level of the task team.

All parties agreed to afford the employer time to seek a mandate on the draft resolution that was tabled by organized labour in November 2023.

To afford the task team space and time to do its work for reporting at the level of the council in terms of progress made on the agenda item.

The employer should seek a mandate from its principals to involve organized in the review process of the current National Department of Health Ward-Based Primary Health Care Outreach Teams (WBPHCOT) policy.

6. Provision of Nurses Uniform in the Sector

a. The OGS reported that a task team meeting on the provision of

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)

nurse's uniform was scheduled for 09 February 2024.

b. The Employer proposed that the task team should be afforded time for its work, given the deadline for finalization of this matter was September 2024 as per the recently signed Collective Agreement.

c. The Employer further reiterated that its position regarding uniform provision was to embark on a decentralized process due to budgetary provisions.

d. Organised labour indicated that it was not in agreement with decentralization of the process due to several reasons, e.g., corruption, uniformity by provinces in terms of the procurement of nurse's uniform.

e. Organised labour further implored the Employer to really consider following the centralized process in terms of uniform procurement. It further indicated that the task team can look at benchmarking with other departments that use a centralized process for the procurement process, e.g., Department of Correctional Services and the South African Police Service.

f. Parties to the council agreed to deliberate further at the level of the scheduled task team meeting of 09 February 2024.

All parties agreed to convene a task team meeting on the provision of nurse's uniform on 09 February 2024 for task team members to further deliberate on the agenda item.

7. Draft Collective Agreement on Picketing Rules

a. The OGS reported that it had sought clarity from the Public Service Coordinating Bargaining Council (PSCBC) regarding progress on the item at the level of the PSCBC.

b. Organised labour indicated that the response from the PSCBC was very vague in that the clarity that should have been sought was regarding whether sector councils should be concluding their own draft picketing rules as opposed to waiting for the PSCBC to conclude on its framework picketing rules agreement.

c. Organised labour therefore requested the OGS to correspond with the PSCBC and indicated specifically regarding the clarity sought on whether sector councils should be proceeding with concluding their own picketing agreements or not?

d. The OGS should also request the PSCBC to provide the PHSDSBC with a copy of its draft picketing rules agreement currently being negotiated on at the level of the PSCBC.

e. Organised labour proposed that the OGS should provide that response from the PSCBC in the next ordinary council meeting.

All parties agreed that the OGS should write to the PSCBC and enquire whether sector councils should be waiting on the PSCBC to finalize their picketing rules agreement or whether sector councils can proceed and conclude their own picketing rules agreement.

The OGS should provide a response from the PSCBC in the next ordinary council meeting.

8. Child and Youth Care Workers Perform Duties that are not Within their Professional Scope (Scope of Practice)

a. The Employer indicated that it only had a written interim report on the matter.

b. It proposed that it be afforded time to finalize the final analytical report for tabling in a special council meeting.

c. Organised labour relayed its disappointment due to the long lifespan of the agenda item.

d. Organised labour further relayed its disappointment on the understanding that those Child and Youth Care Workers were still being expected to perform duties that were outside of their scope and that was pure exploitation.

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)



e. Organised labour demanded that the employer should request a special council meeting to be convened before the end of February 2024 and provide a final report on the findings made, as well as recommendations and actionable steps to be taken by the Employer in addressing the matter.

All parties agreed that the employer should request a special council meeting to table a final analytical report on the agenda item based on the audits that were done by all the provinces.

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.

+++++



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

HOSPERSA OFFICES
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)