



## PUBLIC HEALTH & SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL CHAMBER REPORT

### REPORT 1 OF 2024

On 6 March 2024, representatives from HOSPERSA attended a Public Health & Social Development Sectoral Bargaining Council meeting to discuss the following items.

#### **Safety of Staff – Department of Health (DoH)**

The Employer provided a summarized analysis report of security incidents from October to December 2023.

The employer was made aware of SAPS employees visiting health facilities in their private capacity carrying their firearms. Security has been instructed to deny them access. Mondays have been identified as the most prevalent day as well as the 2nd of the month (predominantly pay days) for incidences to occur. Security tends to monitor patient control and become subjected to them being threatened by patients. The new security measure taken is an introduction of body cams, effective from 01 April 2024.

The employer stated that the security is constantly exposed to training to restrict incidences and that penalties are issued to security companies who fail in their duties. It was reported that there has been a spike in incidences from 2022-2023. There were no incidences reported for December 2023.

Labour requested that more information be provided about the two abductions. Labour mentioned that the verbal abuse directed at staff are from escorts.

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#### **Safety of Staff - Department of Social Development (DSD)**

The Employer made a presentation on the security incidents covering the period of 01 October 2023 to 31 December 2023.

A breach was reported at Vredenburg Hospital and other facilities whereby assets were stolen. A staff member and his wife were hijacked in Nyanga, and two social workers were robbed in Eerste Rivier. An employee's suspension resulted in protest action. A personal laptop was stolen from an employee's boot. In Bonnytoun a staff member was bitten by a snake.

The employer mentioned that the hijackings are being dealt with at a senior level and that the hijackings mainly occur in the Metro South and Metro East. The employer is looking at swapping the Government Garage (GG) vehicles for another make. Cars to be fitted with anti-hijacking film and the change to number plates to be considered.

Since the increase in hijackings, staff have been advised to limit their travelling.

The employer reported that they would compensate the staff for losses if the incident occurred during performing their duties.

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### 13 MARCH 2024

Labour requested that awareness around snakes and snake bites be considered.

#### **Micro Design Project (MDP)**

The employer reported that the alignment was submitted to the minister who signed off on 28 January 2024. The next step is to align it on the PERSAL System. Funding aligned to the post and establishment. MDP part one will be concluded after implementation on the PERSAL system.

#### **Task Team Monitoring Implementation of Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Resolutions Report**

The employer stated that the Task Team Meeting was held on 29 February 2024. The EMS IMLC will be discussed at the next IMLC meeting. The DoH has been working according to the 2015 ORA but from April 2024 will use the 2019 Council Resolution.

The specifications of the Nurses Uniform were vague making procurement difficult and none of the provinces have concluded their bidding.

#### **Breaches Relating to Public Service Co-Ordinating Bargaining Council (PSCBC) Resolution 1 of 2003 by the Western Cape Health Department**

Labour raised key concerns regarding the partiality of presiding officers and

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requested a special chamber meeting to present concerns to council.

The employer concurred with the request from labour. The employer further stated that they were in the process of drafting a code of conduct for all employer parties. That regular training is provided for part-time presiding officers. Investigating Officers are attending regular trainings. The Department forum meets quarterly to address departmental issues.

**Request for movement of Worcester Centres for Disease Control and Prevention (CDC) MOU to Worcester Hospital.**

The employer reported that they met with the staff to address their concerns and could report that the staff were satisfied with the responses.

Labour (Hospersa) mentioned that the shop steward had not provided feedback and will be able to make a submission after 11 March 2024, after meeting with the affected members.

**Revised Western Cape Government Health and Wellness (WCGHW) – Request for Permission to Consult (Head Office Registry)**

The employer presented a power point presentation and stated the following:

- No staff will be negatively affected as a new post will be created.
- The task team to deal with any issues if they arise.
- The next Task Team Meeting is scheduled for 16 April 2024.
- The matter to be consulted with its members and feedback to be submitted by the end of March 2024.

Item to remain on the agenda.

**Progress Reports on the Implementation of PHSDSBC Resolution 3 of 2019**

The employer reported that:

- The new SANC rates need to be gazetted.
- That it was on 09 February 2024.

Labour responded:

- That the employer tries using eRegister.
- That the statutory bodies be drawn in to try and eliminate issues.

The matter to remain for monitoring purposes.

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**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.

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