



## PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING SPECIAL COUNCIL MEETING

### REPORT 13 OF 2025

A Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) special council meeting was convened on the 2nd of July 2025 to discuss the following issues:

#### PROVISION OF UNIFORM FOR NURSES

The Employer tabled a presentation on the status of procurement of nurses' uniform for the different provinces. **See attached Annexure 1.**

The respective annexures can be found on the Hospersa website – [www.hospersa.co.za](http://www.hospersa.co.za)

The Employer reported that Limpopo, North West and Mpumalanga provinces were ready to provide nurses with uniform by the end of September 2025.

The remaining provinces were not ready to provide nurses with uniform and would therefore pay employees their nurses uniform allowance.

Labour indicated that it was very disappointed with the Employers very short presentation as tabled in the special council meeting of 02 July 2025, because it did not provide an in-depth analysis of the Employers readiness regarding the provision of nurses' uniform, as per the agreed to specifications.

Organised labour further indicated that none of the provinces were ready to deliver nurses uniform, inclusive of the three indicated provinces.

Labour further indicated that the uniform being paraded in the three provinces that were supposedly ready to deliver uniform should not be accepting sub-par uniform from the respective supplies delivered because of the misaligned specifications and that the Employer accept that it had wasted state funds, which has become a norm in the public sector, and it's becoming extremely worrying.

Labour, therefore rejected the Employers presentation regarding the status of readiness by Limpopo, Mpumalanga and North West, and furthermore indicated its position that the Employer should pay uniform allowance to all nurses on or before 31 August 2025.

The Employer indicated that it took note of organised labour's position in rejection of the state of readiness presentation and the position of payments to be made on or before 31 August 2025 regarding nurses' uniform allowance.

The Employer further indicated that it would revert to parties regarding Labours consolidated position, in a special council meeting to be requested.

Organised labour, furthermore, tabled a draft amendment resolution to the PHSDSBC Resolution 1 of 2022 (Agreement on the Provision of Uniform for Nurses in the Sector), for negotiations with the Employer based on the current challenges faced regarding the procurement and provision of nurses' uniform. **See attached Annexure 2.**

The Employer noted with appreciation the draft amendment resolution as tabled by

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organised labour and indicated that would embark on mandating processes with its principals on the draft amendment and revert to parties to the council via a special council meeting.

Organised labour demanded that the Employer revert to parties within two weeks regarding the tabled draft amendment agreement given the urgency of the matter surrounding the provision of uniform for nurses in the sector.

#### AMENDMENT OF RESOLUTION 2 OF 2010 – OSD FOR THERAPEUTIC, DIAGNOSTIC AND ALLIED HEALTH PROFESSIONALS

Organised labour tabled a draft amendment on the subject matter. **See attached Annexure 3.**

Organised labour further indicated that it was agreeable to the Employer providing a response in the next ordinary council meeting.

The Employer noted the tabling of the draft amendment of Resolution 2 of 2010 by organised labour, and further indicated that it would seek a mandate from its principals and revert to parties in the next ordinary council meeting

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