



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) SPECIAL COUNCIL MEETING

REPORT 05 OF 2026

08 APRIL 2026

PROVISION OF NURSES UNIFORM

The Chief Nursing Officer (CNO) – National Department of Health (NDoH), Dr M Matandela, tabled a presentation on the matter. See attached Annexure 1.

The respective annexure is also available on the website – www.hospersa.co.za

The employer reported that today's special meeting was focused on addressing the specifications surrounding the procurement of nurses' uniform by the various provincial departments of Health.

The employer further reported that it was still seeking a mandate on the centralisation of the nurses' uniform and that progress would be provided at a later date.

The presentation was to address the issues of the samples in the different provinces in dealing with the quality of the uniform.

The CNO indicated that her directorate had to intervene in standardising the uniform across the different provinces, given the numerous challenges that had been encountered with the various service providers.

The CNO further reported that the North West, Mpumalanga and Limpopo provinces were the most problematic in terms of the samples that were provided by the service providers, hence the intervention by NDoH.

The CNO further reported that provinces were engaged in addressing the issue of the samples and specifications that should be used for the nurses' uniform. NdoH had used SANDF as a benchmark for specifications to be used DEFCON was therefore, identified and used as a model regarding nurses' uniform specification.

DEFCON is the identified company that would be used henceforth, to deal with the development of the specification for the material, colour, and quality of the material to be used by the different service providers in the different provinces.

The employer further reported that the South African Bureau of Services (SABS) would be utilised to confirm that provinces were adhering to the specifications.

The employer further reported that to date, 25 garment specifications were developed by DEFCON.

Labour noted the presentation with grave concern.

Labour further reported that the employer's reference to the PHSDSBC Resolution 1 of 2022, in its presentation was seriously worrying, because that collective agreement had lapsed in its entirety.

Labour raised a concern that the employer in previous meetings, specifically in the special Council meetings of July and September 2025, had indicated via their tabled presentations, that provinces were far ahead in terms of their procurement processes.

Labour further raised serious concerns about the stakeholder engagements by the employer in the different provinces without having started the process at the national Council first which warranted that the employer indeed negotiating in bad faith.

The employer responded and reported that the procurement process was halted in the different pending the finalisation of the specifications that all provinces need to adhere to, given the several concerns that were raised by nurses across provinces.

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Labour indicated that the chief negotiator of the employer had indicated that procurement processes in the different provinces were far ahead however the CNO's presentation was indicating that the procurement processes were halted, which was indicative of how the employer was not on the same page in dealing with the matter of uniform provision for nurses in the sector.

Organised labour, therefore, proposed the following in terms of taking the matter of the provision of nurses' uniform forward:

- That parties to the Council subject the matter to a facilitation process, to address the issue of amending the PHSDSBC Resolution 1 of 2022 on the provision of nurse's uniform in the sector.
- The facilitation should be convened on 17 April 2026.
- The employer must halt all procurement processes in the various provinces, pending the facilitation process.
- That the employer affords Organised Labour an opportunity to convene a caucus to adequately prepare for the proposed facilitation process and provide their issues to the employer ahead of the facilitation process.

The employer confirmed that the facilitation process must continue as previously agreed to by parties to the Council.

It further agreed that organised labour submit its issues on the matter for the employer to invoke its mandate seeking processes and respond adequately at the facilitation process scheduled for 17 April 2026.

The employer reported that it would, however, have to seek a mandate on halting procurement processes in provinces pending the facilitation process and would have to revert to parties prior to the agreed to facilitation.

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