



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

RESOLUTION____OF 2026

**AMENDMENT OF RESOLUTION 01 OF 2022: AGREEMENT ON THE PROVISION
OF UNIFORM FOR NURSES IN THE PUBLIC HEALTH AND SOCIAL
DEVELOPMENT SECTOR**

1. NOTING

- 1.1. Parties to the PHSDSBC negotiated and concluded Resolution 1 of 2022, in ensuring the provision of uniform for nurses in the sector, as per Clause 4.1 of the Resolution.
- 1.2. Furthermore, parties negotiated and concluded on Resolution 1 of 2023, Amendment of Resolution 1 of 2022, which served as an extension of Resolution 1 of 2022 and amended Clauses 4.9 and 4.10 of the said Resolution.
- 1.3. However, both Resolution 1 of 2022, and Resolution 1 of 2023 are silent regarding the procurement processes to be followed in the provision of uniform for nurses in the sector.
- 1.4. Parties also previously agreed to await finalisation of the work being done by the Public Service Coordinating Bargaining Council (PSCBC) working committee regarding the implementation of the PSCBC Resolution 2 of 2025.
- 1.5. The working committee of the PSCBC is expected to finalise work on regarding Clause 3.1.5 (Resolution 2 of 2025) – standardised supply of uniform and protective clothing in the public service.

2. OBJECTIVES

- 2.1. To require for a centralised procurement process for the provision of uniform for nurses in the sector.

- 2.2. To extend the timeframe for the provision of uniform for nurses in the sector.
- 2.3. To await the processes of the PSCBC to be finalised in line with Clause 3.1.5 of the Resolution 2 of 2025.

3. SCOPE

This agreement binds the following parties:

- 3.1. the State as Employer;
- 3.2. Trade Unions that are admitted to the Council and their members; and
- 3.3. employees of the Employer who are not members of any Trade Union party to this agreement, but who fall within the registered scope of the Council.

4. THEREFORE, PARTIES AGREE AS FOLLOWS:

- 4.1. To undertake a centralised procurement process in the provision of uniform for nurses in the sector.
- 4.2. To extend the timeframe for the provision of uniform for nurses in the sector, pending the finalisation of the PSCBC processes regarding implementation of Clause 3.1.5 of the Resolution 2 of 2025.
- 4.3. The Employer to continue paying uniform allowance, pending the finalisation of PSCBC processes regarding the implementation of Resolution 2 of 2025, and/or that parties agree to the centralisation of the provision of nurses' uniform.

- 4.4. To monitor the provision of nurses' uniform in the sector, via an established PHSDSBC Task Team with endorsed Terms of Reference.

5. INTERPRETATION AND APPLICATION

5.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the content of this agreement, the provisions of this agreement shall take precedence.

5.2. No amendments to this agreement shall be of force or effect unless reduced to writing and agreed to by both parties to the Council, as a resolution of Council.

6. DISPUTE RESOLUTION PROCEDURE

Should there be a dispute regarding the interpretation and application of this agreement, any party may refer such dispute to the Council, which will be dealt with in terms of the dispute procedure of the Council.

THUS, DONE AND SIGNED AT CENTURION ON THIS THE.... DAY OF 2022.

ON BEHALF OF STATE AS EMPLOYER			
STATE AS THE EMPLOYER	NAME	SIGNATURE	DATE
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		

		ON BEHALF OF ADMITTED TRADE UNIONS		
TRADE UNION		NAME	SIGNATURE	DATE
NEHAWU				
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
PSA				
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		

DENOSA				
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
HOSPERSA				
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
NUPSAW				
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED			