

PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORIAL BARGAINING COUNCIL FACILITATION SESSION (CONTINUATION) - PROVISION OF UNIFORM FOR NURSES IN THE SECTOR

REPORT 11 OF 2026

14 JULY 2026

Parties to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) convened a facilitation meeting in continuance of discussions surrounding the Provision of Nurses Uniform in the Sector:

- The Employer representative (Chief Nursing Officer (CNO) – National Department of Health) Dr M Matandela tabled a presentation on the update regarding the provision of nurse's uniform in the health sector. **See attached Annexure 1.**
- The presentation centred on the specifications to be utilised by the different provinces regarding the provision of nurses' uniform.
- The CNO further indicated that Four provinces (KwaZulu Natal, Mpumalanga, Limpopo and North West) had already sourced service providers for the procurement of nurses' uniform.
- The CNO indicated that the National Department of Health utilised DEFCON Protect to develop standardised

specifications to be used by the service providers.

- The Employer further indicated that the specifications (which focused on a standardised material code, design, texture and quality regarding the uniform to be worn by nurses across the different) had since been reviewed and provided to the NDoH Supply Chain Management for further processing and distribution to the provincial departments of Health.
- The CNO indicated that the Acting Director – General – NDoH, Dr Nicolas Crisp had approved the revised specifications which had been also presented at the level of National and distributed to the various provinces.
- Organised labour, noted the presentation by the Employer, and raised several concerns including the below, but further provided organised labour's position to be as follows;
- At the previous facilitation meeting held on 17 May 2026, parties agreed to halt

procurement processes. however, after the 17th of May 2026, the Acting Director-General of the NDoH (Acting DG – NDoH) had issued a directive on the 24th of April 2026 to provinces to proceed with the procurement of nurses' uniforms. Organised labour viewed this as being contrary to the resolution that was taken that the facilitation process should first be concluded.

- Labour further alluded its position that the directive by the Acting – DG: NDoH be withdrawn with immediate effect.
- Labour further indicated that any procurement processes that have been undertaken by provinces at this time are deemed to be unlawful and against the resolutions that were agreed to at the previous facilitation sitting of 17 May 2026.
- Organised labour further demanded that the Employer provide it with a consolidated report regarding how far procurement processes were at this point by the various provinces inclusive of the costs

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)
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that have been incurred to date, given the different reports that were coming out of the different provinces.

- The Employer should further indicate whether there were any new procurement processes that had been undertaken in line with the approved new specifications, as provided by the NDoH.
- Labour further demanded that parties to the PHSDSBC commence immediately with negotiation processes regarding the amendment of the PHSDSBC Resolution 1 of 2022.
- That the Employer consider the standardisation of the provision of the nurses' uniform in the sector in line with the PSCBC Resolution 2 of 2025.
- Parties to further outline a structured way in addressing the issue of nurses' uniform from a monitoring standpoint by a national PHSDSBC Task Team with clear terms of reference, which have already been developed previously.
- The Employer responded that the issues raised in the letter dated 24 April 2026 was internal communication for provinces.
- The Employer further indicated that provinces had been instructed to withhold the procurement process pending the finalisation of the revised specifications.

- Nursing practice directors were told not to continue with procurement processes until the revised specifications had been approved.
- The Commissioner indicated on record in respecting the facilitation process, that the Employer on record cannot continue with the procurement process in the various provinces pending the finalisation of the amendment to the PHSDSBC Resolution 1 of 2022.
- Organised labour tabled its draft amendment to the PHSDSBC Resolution 1 of 2023. **See attached Annexure 2.**
- Labour further demanded that the Employer also attach the approved nurses' uniform specifications onto the draft amendment as an annexure, inclusive of the endorsed terms of reference of the Council Task Team.
- **The Employer noted the tabled draft amendment by organised labour regarding the PHSDSBC Resolution 1 of 2022, and proposed that within 14 working days, a Special Council meeting be convened to respond to the draft amendment as tabled by organised labour.**
- Parties further agreed that should parties not find a consensus regarding the tabled draft agreement, a follow-up facilitation

meeting be reconvened post the envisaged special Council meeting.

- **Organised labour indicated that it was amenable to the proposal by the Employer and would await the notice for the special Council meeting from the Office of the General Secretary.**
- HOSPERSA's position on the matter has always been very clear, that the PSCBC provide a framework agreement on the standardisation of uniform for the sector, in line with the PSCBC Resolution 2 of 2025.
- Furthermore, that our members within the nursing fraternity should be provided with the best quality uniform that embraces the dignity of the profession.
- That the Employer should follow a centralised procurement process that is legitimate, in ensuring that we are not part of and do not further exacerbate the corruption issues that we are seeing via the public domain within the public service institutions.

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