

Update: Uniform task team - 21 June 2023

Collective agreement: Provision of uniforms for Nurses in Public Service (Resolution 1/2022)

It was previously reported that a task team was established to facilitate the implementation of the provisioning of uniforms for Nurses and recommend to the Council accordingly. The uniform was expected to be delivered to all provinces from 1 October 2023 as per the provision of Resolution 1/2022. The implementation process seemed to be slow, and labour foresees that the target date of 1 October will not be achieved. Labour is concerned that the uniform might not be delivered on time and urged the employer to fast-track the process. Labour requested the employer to provide a clear project plan and also outline the uniform specification. The uniform specification that was recommended by the technical working committee included the following uniform items: Female blouses, female dresses, female pants, female skirts, female tailored jackets, female tops, male cardigans, male pants, male shirts, male tailored jackets, female shoes, male shoes, unisex belts, outdoor jackets, and unisex service tops. Four sets of uniform per Nurse are expected to be issued in the 2023-financial year and the remaining three sets in the following year.

The employer indicated that the technical working committee recommended the following uniform dress code to the Department:

- White dress or maroon pants/skirts with white shirt/top.
- Plain fresh marching coloured pantyhose/stockings with dresses and skirts. No pattern or fishnet stockings are to be worn.
- When wearing pants, knee-high stockings are allowed.
- White dress code can be worn as a daily uniform and on ceremonial as determined by provinces.
- The length of skirts and dresses must be between the knee and above the calf.
- Jerseys and jackets should not be worn whilst an employee is involved in direct clinical care.
- Hair to be clean and neat and should be tied, if longer than the shoulders, wigs, and extensions must fit into a theatre cap.
- Bright-coloured wigs and extensions are not allowed.
- Males should wear brown socks to complement the colour of the shoes.
- Nurses will be allowed to wear traditional adornments on condition that these are not visible.

The employer indicated that it will be impractical to provide the uniform on the envisaged time frame, should the procurement process be centralised. It alluded to the fact that the workload will be huge and impossible to complete on the set target date. On the other hand, the employer indicated that the decentralised procurement process could also delay the process as some provinces might complete the process of implementation faster than others. A meeting with the National Health Council (NHC), which is inclusive of all provincial departments, will be held on 22 June 2023 to decide which method of procurement can be used. Labour urged the meeting to implement the centralised procurement process as stipulated in Resolution 1/2022 to maintain equal and efficient delivery of uniforms to all provinces. Parties agreed to table the report at a special Council meeting to propose the amendment of some provisions of the Resolution to extend the target date.

Members are requested to submit comments or inputs to peter.mngomezulu@psa.co.za by **30 June 2023**, for consideration by the special Council meeting.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER