



# INFORMUS

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FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) - WESTERN CAPE**

16-10-2024

## Update: PHSDSBC Western Cape

### Safety of staff

In September 2024, a stakeholders engagement on the safety of staff in the Departments of Health and Social Development was held. Based on the outcome of this meeting, the employer and labour agreed that the best way to do justice to this ongoing challenge would be to establish a task team under the auspices of the PHSDSBC. Its role would be to actively participate in strategising a means to mitigate the safety risk and counter it by being pro-active. Parties agreed that institutional challenges must be addressed at Institution Management Labour Caucuses (IMLCs) to bring about a rapid response to the issues as these arise. It cannot be afforded to wait for a quarterly Chamber meeting to protect members' rights. The PSA welcomed the proposal and invited the employer to provide clarity at the next meeting on how the relationship between the PHSDSBC Task Team and the IMLC will be governed since IMLCs function independently under a Memorandum of Understanding, which falls outside the scope of the Organisational Rights Agreement (PHSDSBC Resolution 1/2019).

### Annual registration fees: PHSDSBC Resolution 3/2019

The SA Nursing Council (SANC) annually provides the employer with a list of employees who are registered or deregistered from the SANC. The employer then sends the list to the institution concerned to inform the employee accordingly. The Department of Health and Wellness indicated that the SANC registration fees will be deducted from employees' November 2024 salaries. Employees appointed after November 2024 will have to ensure that they make personal payment to the SANC. Nurses will receive their certificates via their institution. The Department of Social Development indicated that its nurses' registration fees will be deducted in October 2024. Social worker fees will be implemented once the South African Council for Social Work Professions provides the necessary information. The employer indicated that it will also pay registration fees for staff who are on incapacity leave.

### Nursing uniforms: PHSDSBC Resolution 1/2023

The employer is unable to provide nurses with a uniform in 2024. The Department of Health and Wellness will pay the nursing uniform allowance to nurses by 17 October 2024. Social Development will make payment on or before 30 November 2024.

### Token of appreciation: PHSDSBC Resolution 2/2023

The objective of this agreement is to provide a token of appreciation of five days special leave for all qualifying frontline employees who provided services during the COVID-19 pandemic. The Department of

Health presented the number of staff who have utilised this leave. Members are encouraged to utilise this benefit, which is set to lapse on 6 November 2024.

Members are called upon to continue engaging shop stewards regarding any matters of mutual interest arising at their institutions. All collective issues that cannot be resolved on the IMLC platform should be submitted to the PSA Provincial Office via their Western Cape Health and Social Development Branch Chairperson: *jacques.botha@psaftss.co.za*. The PSA Labour Relations Officer responsible for the Western Cape PHSDSBC is *angelo.fisher@psa.co.za*.

Reuben Maleka  
GENERAL MANAGER