



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

15-05-2025

Feedback: PHSDSBC Special Council Meeting – 13 May 2025

Annual review of membership figures

The General Secretary presented the membership figures for all unions as at 31 December 2024 in line with the Council Constitution. The membership figures were presented for noting by parties as these will be formally adopted at the Annual General Meeting on 19 June 2025.

Levy increase proposal

Members were previously informed that the current levy of R10 per month (R5 by an employee and R5 by the employer) has not been increased since 2014. The non-increase of the levy has put a strain on the finances of the Council owing to inflation over the years. Members will recall that the General Secretary, in guiding parties, proposed three scenarios with different amounts and how each scenario will impact on the finances of the Council. Most parties indicated that they are still seeking a mandate on the proposed scenarios. Parties agreed to engage further and possibly pronounce their mandate in a meeting scheduled for 3 June 2025.

Provision of nurses' uniform

The employer indicated that there has been a delay in the procurement process and as such, the due date for the provision of nurses' uniform is unlikely to be met. The employer indicated that uniform allowance will be paid to nurses if the due date for the provision of uniform is not met, however, it will only confirm that stance in the next meeting. Organised labour raised discontentment with this matter, primarily because this process seems to be uncoordinated in provinces. In some instances, nurses are requested to provide their sizes of uniform and the fabric that was shown to nurses is of inferior quality. Organised labour demanded that the employer must stop all processes in the provinces regarding this matter and issue a circular to this effect. Organised labour also made a request for the collective agreement dealing with this matter to be amended for the procurement of nurses' uniforms to be centralised. After some deliberations, parties agreed to have a special Council meeting within two weeks for:

- The employer to formally table the proposal of payment of nurses' uniform with timelines;
- The employer to respond to the demand by organised labour on the stopping of procurement of uniform in all provinces; and

- Organised labour to table a draft agreement on the centralisation of the procurement of nurses' uniform.

Members will be informed of developments in these matters.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER