



FOR PSA MEMBERS: **NORTH-WEST DEPARTMENT OF HEALTH**

14-09-2026

Update: Multilateral meeting with MEC of Health and Departmental Management

Nurses uniform

The employer had committed previously that this fiscal year Nurses would be provisioned with uniform according to the agreement. However, it was presented that disagreements with organised labour regarding the quality of the uniform by the appointed service provider could not be resolved timeously and therefore employees will receive uniform allowances. It was also reported that on 2 September 2026 the established Uniform Committee, which includes organised labour, visited the service-provider premises for inspection of the uniform and it was agreed that the quality was satisfactory. It was resolved that the Head of Department and Chief Financial Officer must determine the feasibility of implementing provision of uniform for the next fiscal year and uniform allowance payments for this financial year to be administratively done this financial year and simultaneously to urgently convene the Uniform Committee to finalise the uniform provision plan.

Implementation of Appeal decisions and outstanding appeals

Organised Labour stated that 24 appeals were processed by the MEC six months back. In all the processed appeals, no employee has received an outcome letter and minutes for the appeal meeting were not provided. This means that employees who were supposed to return to work are still home with no resolution. The MEC directed the Chief Director: Cooperate Services and the Director: Labour Relations to work together to ensure that relevant employees and affected institutions receive MEC outcomes letters and employees return to work without delay. It was identified that 57 appeals are still outstanding. Organised labour motivated that an independent person to be appointed to deal with appeals. The recommendation is to avoid conflict of interest in which appeals are normally dealt with by internal Legal Services and Labour Relations for recommendations to the MEC. The MEC explained that the process is underway to appoint an independent person to evaluate and recommend appeals for MEC approval. This matter will be treated urgently.

Appointment of Hospital Boards

The Department finalised Hospital Boards without inclusion of organised labour. This was raised with the MEC. The MEC explained that Special Programs had not indicated that it could appoint unions on Boards and he urged them to make space for one representative of organised labour in each Hospital Board.

Organised labour was requested to share the numbers in accordance with fair distribution across all hospitals. However, the MEC requested the *Act* that empowers him to use his prerogative in appointing unions to Hospital Boards to ensure he has legislation to cover his decision.

Reuben Maleka

GENERAL SECRETARY