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

09-04-2026

Update: Provision of uniforms for nurses

Members will recall that at the meeting on 11 March 2026, parties reached impasse regarding this matter. This resulted in organised labour calling for a facilitation process. Parties agreed that such should take place on or before 27 March 2026. At that time labour raised concerns that some provinces were parading uniforms contrary to PHSDSBC Resolution 1/2022. Subsequently, labour called for the process to procure uniforms for nurses to be kept in abeyance and that the employer continues to pay the allowance until the matter is finalised. However, the employer requested that parties hold a special Council meeting prior to the facilitation meeting to share information and clarify some issues. Unfortunately, the employer could not secure the presence of an expert before 27 March 2026, and the matter could not be tabled at the said facilitation meeting.

In this meeting, the employer confirmed that the mandating process pertaining to the centralisation of the nurses' uniform is still underway. The Chief Nursing Officer, Dr Matandela, made a presentation regarding where the employer is pertaining to the provision of uniform for nurses. Organised labour expressed disappointment that the employer was busy with the process out of the Council despite the matter being regulated by a collective agreement. It was noted that provincial chambers are engaging on the matter whilst the Council is in the dark. Labour reminded the employer that the process of standardisation of uniforms finds expression in PSCBC Resolution 2/2025.

Subsequently, organised labour reiterated the Council position that the matter should be subjected to the facilitation process. In addition, the employer's presentation seems to be pointing at the gap in PHSDSBC Resolution 1/2022, thus the need for amendment of the said Resolution. Labour committed to packaging issues that need to be facilitated on and share this before the day of the meeting. The employer agreed to the packaging of issues and the set-down of the facilitation process, however, it reiterated that it had no mandate on stopping provincial processes. The employer will continue to try getting a mandate on the matter. A facilitation meeting will be arranged on or before Friday, 17 April 2026.

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

Reuben Maleka
GENERAL MANAGER