



UPDATE BULLETIN ON UNIFORM PROVISION FOR NURSES IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTOR.

SEPTEMBER 2023

This bulletin serves to inform members about the uniform provision for Nurses in the Public Health and Social Development Sector.

The Public Health and Social Development Sectoral Bargaining Council [PHSDSBC] Resolution 1 of 2022 prescribe terms and conditions to convert uniform allowances into uniform provision for nurses. The resolution states that the payment of uniform allowances in terms of PHSDSBC Resolution 1 of 2005 will cease to exist on the 31st March 2023 and give effect to the provision of the uniform by 01st October 2023.

At the PHSDSBC council meeting held on the 15th September 2023, the employer made a concession that they are not ready to provide nurses uniform by the 01st October 2023. To that effect, parties resolved that the employer should pay nurses uniform allowances for this financial year.

This means that nurses will no longer be provided with uniform on the 01st October 2023 as initially anticipated. It also means that for the period starting on 01st April 2023 ending on the 31st March 2024, nurses shall receive uniform allowances.

This prompted parties to amend PHSDSBC Resolution 1 of 2022 to give effect to the new set of terms and conditions. The amendment was transacted in the Special Council meeting held on the 20th September 2023.

The following changes will be effected on the amended Resolution.

- A once-off uniform allowance will be paid to all qualifying nurses by the 30th November 2023.
- The employer shall provide uniform to all qualifying nurses by the 01 September 2024.
- In the event that the employer is unable to provide uniform, the allowance shall continue, taking into account of the applicable inflation rate annually as pronounced by National Treasury in February 2023.

The payment of uniform allowance is a prerogative of Provincial Departments, therefore provinces are advised to monitor the implementation of this new agreement to ensure that all members receive their uniform allowances for the 2023/24 financial year by 30 November 2023.

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