



UPDATE BULLETIN ON THE PROVISION OF UNIFORM FOR NURSES WHO FALLS WITHIN THE SCOPE OF THE PHSDSBC

AUGUST 2024

This bulletin serves to update members on the provision of Uniform for Nurses that fall within the scope of the Public Health Social Development Sectoral Bargaining Council [PHSDSBC].

The PHSDSBC Resolution 1 of 2023 which is an amendment of Resolution 1 of 2022 directs that the employer should provide nurses with 4 sets of uniform including One (1) pair of shoes and One (1) jersey by 1st September 2024 in lieu of the uniform allowance that is paid to nurses on an annual basis.

The PHSDSBC council established a Task Team comprising of representatives from Labour and Employer to monitor the implementation of this agreement. The last Task Team meeting was held on the 12th July 2024 to transact on the progress reports received from all nine (9) provinces. These reports demonstrated that all provinces are not ready to provide uniform for nurses by the 1st September 2024.

The task team discovered that some provinces did not even apply due diligence in ensuring that proper procurement procedures are followed to acquire this uniform. We also observed glaring inconsistencies in the procurement plans followed by provinces which could lead to nurses being provided with different quality of uniform and/or uniform not being delivered on the same period of time.

To this end, labour requested the council to convene a Special Council meeting to evoke the payment of Uniform Allowance in line with clause 4.4 of PHSDSBC Resolution 1 of 2023, which states as follows:

“If the Employer cannot provide the uniform as per clause 4.3 (by 01 September 2023), the uniform allowance shall continue, considering the applicable inflation rate annually, as pronounced by National Treasury in February”.

The Special Council meeting was held on the 07th August 2024 and parties agreed that the employer shall pay all qualifying nurses their uniform allowance for the 2024/25 financial year by the 30th November 2024.

The union is of the view that this council decision is in the best interest of our members and we shall continue to fight against any forms of maladministration surrounding the procurement of uniform for nurses. If the employer cannot provide nurses with uniform in the same dignified manner as the police, military, correctional services, etc, then they might as well retain the status quo of paying uniform allowance to nurses.

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