



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

**RESOLUTION 1 OF 2020 FRAMEWORK AGREEMENT ON UNIFORM PROVISION
FOR NURSES**

1. OBJECTIVE

- 1.1. To provide a framework for the provision of nurses' uniform.
- 1.2. To prepare for the abolishment provision of uniform allowance.
- 1.3. To replace uniform allowance for public service nurses with the provision of uniform.
- 1.4. To restore the dignity of nurses in the public service.

2. SCOPE

This agreement binds:

- 2.1. the State as Employer;
- 2.2. trade Unions that are admitted to the Council and their members; and
- 2.3. employees of the Employer who are not members of any trade union party to this agreement but who fall within the registered scope of the Council.

3. NOTING

- 3.1. Currently, nurses are the only category getting a uniform allowance, however there are still challenges with it, ranging from the amount not being enough, and purchase it from different service providers causing no uniformity, late or non-payment.
- 3.2. According to the South African National Council Regulations R1740, R1747 and R1201 regulating distinguishing devices and uniforms for all nursing categories "distinguishing devices shall be worn only on a uniform which complies with the following requirements:



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- a. The uniform shall be of a plain tailored style and may include respectable full-length tailored trousers. In the case of women, the skirt shall be at least knee length. In the case of men, long or short trousers may be worn.
- b. The full uniform shall be of a plain colour.
- c. The accessories shall be:
 - i. Plain matching shoes in a matching colour;
 - ii. Full-length stockings for females and hose for men wearing short trousers;
 - iii. A tailored jacket/jersey or coat or cape of a plain colour, if worn.

4. PARTIES THEREFORE AGREE AS FOLLOWS:

- 4.1. The Employer shall commence and finalise a process sourcing quotes of nurses' uniform within three (3) month of signing this agreement.
- 4.2. The Employer shall submit reports of 4.1 to the Council on monthly basis.
- 4.3. The Council shall establish a task team to receive reports on 4.2.
- 4.4. Parties shall negotiate and conclude an agreement on the following once the three (3) months has lapsed:
 - 4.4.1 Texture of the uniform
 - 4.4.2 Colour of the uniform
 - 4.4.3 The emblem
 - 4.4.4 The number of sets of uniform per employee
- 4.5. Parties shall ensure that negotiations on 4.4 are concluded within 4 (four) months.

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5. INTERPRETATION AND APPLICATION

5.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the content of this agreement, the provisions of this agreement shall take precedence.

5.2. No amendments to this agreement shall be of force or effect unless reduced to writing and agreed to by both parties to the Council, as a resolution of Council.

6. DISPUTE RESOLUTION PROCEDURE

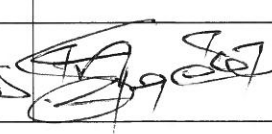
Should there be a dispute regarding the interpretation and application of this agreement, any party may refer such dispute to the Council, which will be dealt with in terms of the dispute procedure of the Council.


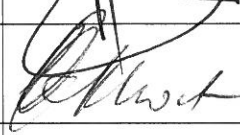
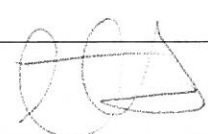
7. IMPLEMENTATION OF THE AGREEMENT

The provisions of this agreement shall take affect from the date it attains majority signature.

THIS DONE AND SIGNED AT Centurion OF THIS 19 DAY OF June 2020

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ON BEHALF OF STATE AS EMPLOYER			
STATE AS THE EMPLOYER	NAME	SIGNATURE	DATE
UNGAKE	NAVILLE THOMAS		18/06/2020

ON BEHALF OF ADMITTED TRADE UNIONS			DATE
TRADE UNION	NAME	SIGNATURE	
NEHAWU	Delemon Mawiso		19/06/20
DENOSA	CASSIM LERHOATHI		18/6/2020
PSA			
HOSPERSA	Susan Mkeny		18/6/2020