

# PUBLIC HEALTH AND WELFARE SECTOR BARGAINING COUNCIL

PHWSBC

## RESOLUTION NO. 3 OF 2001

### SECTORAL FRAMEWORK AGREEMENT FOR NEEDLE STICK INJURIES AT THE WORK PLACE

The employer and employee parties agree on the terms as set out below:

#### 1. OBJECTIVES

The objectives of this agreement are to:

- 1.1 ensure that all health and where affected welfare employees have access to adequate provisions of care from the employer should they be exposed to a needle stick injury at the workplace;
- 1.2 provide a sectoral framework for needle stick injuries at the workplace.

#### 2. APPLICATION

This agreement applies to the employer and employees who fall within the scope of PHWSBC.

#### 3. OBLIGATIONS OF THE EMPLOYER

The obligations of the employer are to:

- 3.1 ensure that there are guidelines at the workplace regarding needle stick injuries;
- 3.2 request any employee who was exposed to needle stick to go for HIV/AIDS test;
- 3.3 assist in determining the HIV/AIDS status of the source patient should the employee after the lag period become HIV positive;
- 3.4 set up processes for the post exposure prophylaxis;

*a.*

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- 3.5 provide, at the cost of the employer, facilities for persons who were exposed to needle stick injuries or other open wound injuries and possible HIV positive substances during the course of duties and pre and post counselling services;
- 3.6 accept responsibility for the cost of serological tests and prophylaxis medication in respect of such injuries that could lead to infection where employees were exposed to possible HIV positive substances. These tests and application of post exposure prophylaxis must be administered strictly according to medical protocol / prescription.

#### 4. DUTIES OF THE EMPLOYEE

The duties of the employee are to:

- (i) report any needle prick exposure immediately to the Supervisor;
- (ii) record in writing the incident to meet the requirements of the Department of Labour Compensation Commissioner;
- (iii) be prepared to go for HIV/AIDS test as soon as possible after the needle prick exposure;
- (iv) exercise caution when working with needles or sharp instruments.

#### 5. DISPUTE RESOLUTION

5.1 If there is a dispute about the interpretation or application of this agreement, any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

5.2 Nothing in this agreement will interfere with any party 's right to law.

#### 6. IMPLEMENTATION

6.1 This agreement shall come into effect from the date of signing.

This done and signed at Renton on this the 23rd day of October 2001.

ON BEHALF OF THE EMPLOYER		
State as the Employer	Name	Signature
	<u>W. S. [unclear]</u>	
ON BEHALF OF UNION PARTIES		
Trade Union	Name	Signature
DENOSA	<u>PAULINE LEGODI</u>	
HOSPERSA	<u>GAIN MOULTRIE</u>	
NEHAWU		
NPSWU		
NUPSAW	<u>J. MATARISANE</u>	
PAWUSA	<u>NEVILLE PARSON</u>	
PSA	<u>LA Gilbert</u>	

**PUBLIC HEALTH AND WELFARE SECTOR BARGAINING  
COUNCIL**

**RESOLUTION NO. 5 OF 2000**

**AMENDMENT TO SCHEDULE 2: DISPUTE PROCEDURE FOR  
THE PUBLIC HEALTH AND WELFARE SECTOR BARGAINING  
COUNCIL**

The parties to the Public Health and Welfare Sector Bargaining Council hereby resolve:

1. To amend clause 3.5 (c) (iv) of Schedule 2 of the Constitution of the Public Health and Welfare Sector Bargaining Council to read: "set the matter down for conciliation no later than 14 days before arbitration."
2. This agreement binds the Employer and all employees who fall within the registered scope of the Council.
3. This agreement shall come into effect from the date of signing.
4. Dispute Resolution: Any dispute about the interpretation or application of this agreement shall be dealt with in terms of the dispute resolution procedures of the Public Health and Welfare Sector Bargaining Council as set out in Schedule 2 of the Constitution of the Public Health and Welfare Sector Bargaining Council.

THIS DONE AND SIGNED AT CENTURION ON THIS  
23<sup>RD</sup> DAY OF AUGUST 2000.

49  
F.N.D.  
[Handwritten signatures]

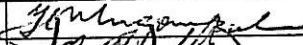
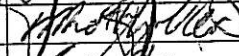
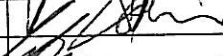
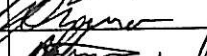
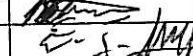
ON BEHALF OF THE EMPLOYER

SIGNATURE

Depts. Health & Welfare

 23/8/2000

ON BEHALF OF THE TRADE UNIONS

TRADE UNION	NAME	SIGNATURE
NEHAWU	F.N. Dabnini	F.N. Dabnini
DENOSA	T. MANGOMEZULU	
HOSPERSA	M. Rothballer	
PSA	Ju Blommestein	
NPSWU	R. Sathalan	
PAWUSA	NEVILLE PETERSEN	
NUPSAW	K. MANGWANA	