PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

RESOLUTION 6 OF 2026

AMENDMENT OF RESOLUTION 01 OF 2022: AGREEMENT ON THE PROVISION OF UNIFORM FOR NURSES IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTOR

1. NOTING

1.1. Parties to the PHSDSBC negotiated and concluded Resolution 1 of 2022 to ensure the provision of uniforms for nurses in the sector, as per Clause 4.1 of the Resolution.

1.2. Furthermore, the parties negotiated and concluded Resolution 1 of 2023, Amendment of Resolution 1 of 2022, which served as an extension of Resolution 1 of 2022 and amended Clauses 4.9 and 4.10 of the said Resolution.

1.3. However, both Resolution 1 of 2022 and Resolution 1 of 2023 are silent regarding the procurement processes to be followed in the provision of uniforms for nurses in the sector.

2. OBJECTIVES

2.1. To amend PHSDSBC Resolution 01 of 2022: Agreement on the Provision of Uniform for Nurses in the Public Health and Social Development Sector as amended by PHSDSBC Resolution 01 of 2023: Amendment of Resolution 01 of 2022: Agreement on the Provision of Uniform for Nurses in the Public Health and Social Development Sector.

2.2. To extend the timeframe for the provision of uniforms for nurses in the sector.

3. SCOPE

This agreement binds the following parties:

3.1. The State as Employer.

3.2. Trade Unions that are admitted to the Council and their members; and

3.3. 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.

4. THEREFORE, THE PARTIES AGREE AS FOLLOWS:

4.1. The Employer shall provide nurses' uniforms to all qualifying nurses by 30 September 2027.

4.2. Should the Employer fail to provide uniforms as contemplated in clause 4.1, the Employer shall pay a uniform allowance to all qualifying nurses.

4.3. Clauses 4.2 - 4.4 of Resolution 1 of 2022 are amended as follows:

"The description and colour of the material shall be according to the specifications as in **Annexure A**."

4.4. The Council shall establish a Task Team to monitor the provision of nurses' uniforms through agreed-upon Terms of Reference.

4.5. The Employer shall pay a uniform allowance for the 2026/2027 Financial Year to all qualifying nurses on or before 31 December 2026.

4.6. The sets of uniform provided to Nurses shall remain the same as stipulated in the PHSDSBC Resolution 1 of 2022.

4.7. Local procurement shall be prioritized and the procurement of nurses' uniforms shall strictly comply with the specifications stipulated in clause 4.3 above. Any uniforms procured that do not comply with the prescribed specifications shall not be issued to nurses.

4.8. If any uniform supplied does not comply with the prescribed specifications, the matter shall be formally submitted to the Council for consideration and resolution. The submission shall include details of the non-compliance and any relevant supporting documentation. The Council shall consider the matter and determine the appropriate corrective action to be taken.

4.9. The provision of uniform shall be aligned with the PSCBC Resolution 2 of 2025 on the standardisation of uniforms for all public servants, upon finalisation of the relevant process.

5. INTERPRETATION AND APPLICATION

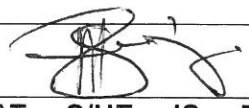
5.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the content of this agreement, the provisions of this agreement shall take precedence.

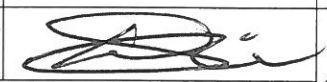
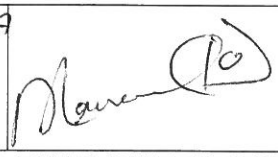
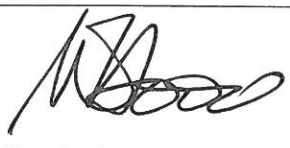
5.2. No amendments to this agreement shall be of force or effect unless reduced to writing and agreed to by both parties to the Council, as a resolution of Council.

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.

THUS, DONE AND SIGNED AT CENTURION ON THIS THE 12 DAY OF ../../.. 2026.

ON BEHALF OF STATE AS EMPLOYER			
STATE AS THE EMPLOYER	**NAME**	**SIGNATURE**	**DATE**
	SOLLY MAHLATJIE		02/11/2026
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		

	ON BEHALF OF ADMITTED TRADE UNIONS			
TRADE UNION		**NAME**	**SIGNATURE**	**DATE**
NEHAWU		Wacomé Mnisi		09/11/2026
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
PSA		KAGISHO KAGISHO		09/11/26
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
DENOSA		MAHAMELA ICHEMA DANIEL		10/11/26
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
HOSPERSA		WAHEED HOOSEN		12/11/2026
		WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
NUPSAW				
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED			