



PHWSBC

PUBLIC HEALTH & WELFARE
SECTORAL BARGAINING COUNCIL

RESOLUTION NO 1 OF 2005 UNIFORM ALLOWANCE

1. Objective

The objective of this agreement is to:

- 1.1. Provide for an allowance for Professional Nurses, Staff Nurses and Nursing Assistants who are required to wear uniforms in the execution of their duties.
- 1.2. Provide uniforms and protective clothing to all other employee's who are required to wear uniforms or protective clothing in the execution of their duties via the Government tender process.
- 1.3. To achieve equity in the amount being paid to Professional Nurses, Staff Nurses and Nursing Assistants as allowance for uniforms.

2. Scope

This agreement binds:

- 2.1. The employer;
- 2.2. The employees of the employer who are members of the trade union parties to this agreement; and
- 2.3. The employees of the employer who are not members of any trade union party to this agreement, but who fall within the registered scope of Council.

R. J. [Signature]
J. C. [Signature]
1 *[Signature]*

3. Noting

Parties note that:

- 3.1. In terms of Resolution 3 of 1999, clause XVII, of the PSCBC, the Head of the Department may reimburse employees who are required to wear uniforms in the execution of their duties and are required to be distinguished by their uniforms, for the reasonable actual costs.
- 3.2. The employers in the provinces are paying different amounts as allowances to the different categories of personnel.
- 3.3. The uniform allowance should be used to purchase clothing and shoes required to be worn in the execution of an employee's duties.

4. Agreement

Parties agree to the following:

- 4.1. All Professional Nurses, Staff Nurses and Nursing Assistants will receive a Non Pensionable uniform allowance of R1200-00 per annum.
- 4.2. The Heads of Department will determine and provide uniforms to other personnel that are required to wear uniforms other than those categories covered in 4.1 above.
- 4.3. Uniforms for those categories identified in 4.2 above, would be bought using the Government tender processes at the employers expense.
- 4.4. This agreement will not affect current provincial agreements/arrangements on uniforms that are more beneficial to employees mentioned in 1.1 and 1.2 above.
- 4.5. A task team will be established in the PHWSBC within three months of signing this agreement to review uniform allowance with a view to developing other options that can be implemented.
- 4.6. This agreement takes effect from the 1st April 2005.
- 4.7. The allowance will be increased annually on the 1st April of each year by CPIX (the average CPIX over the preceding 12 months) as determined by the Department of Finance.

D.J. Ham

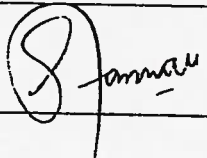
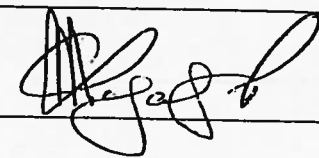
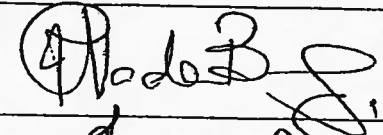
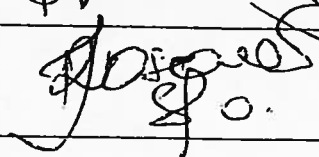
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4.8. This agreement must be reviewed within 36 months from date of implementation.

5. Dispute Resolution

Any dispute as to the interpretation or application of this agreement may be referred to the PHWSBC for resolution in terms of its dispute resolution procedure.

This agreement entered into and signed at CENTURION
on this 3rd Day of JUNE 2005.

ON BEHALF OF THE EMPLOYER		
State as the Employer	Name	Surname
	JAMES T.	CORNWALL
ON BEHALF OF UNION PARTIES		
Trade Union	Name	Surname
DENOSA	JABU C. MASASULA	
HOSPERSA		
NEHAWU	J. P. VAN DEN BERG	
NUPSAW	MATHEW J. MATHEW	
PSA		



