

ANASA MEMBER AGENCIES SUPPORTED BY UNIONS IN TERMS OF VARIATION TO BCEA

Today ANASA and APSO representatives, under the auspices of Confederation of Associations in the Private Employment Sector (CAPES) have successfully concluded the last consultation meetings with the four trade unions represented in the nursing sector, namely NEHAWU, DENOSA, Solidarity and HOSPERSA.

We are very pleased to inform the healthcare industry that ANASA Member Agencies have received full support from NEHAWU, Solidarity and HOSPERSA for the re-application of the Ministerial Determination in respect to variation on BCEA section 20 and 22 (1) and (2). DENOSA have in principle agreed to support our motivation and have promised to forward the signed support letter over the next few days. Thank you to ANASA Exco Members- Leslie Magee and Snoekie Mabena-Saleh who chaired these meetings and let the negotiations to success.

ANASA will communicate with our membership and ensure that they are provided with the necessary documentation to make their own company applications to Department of Labour for the granting of the Ministerial Determination.

For your reference the ministerial determination seeks to amend:

Section 20 (11) of the BCEA on the following provisions

- The effected employees are provided with the opportunity to choose whether to be paid the annual leave or to be granted annual leave that complies with the BCEA;
- The variation only applies to employees who are placed at a specific institution for a period of up to eight (8) months and less;
- All employees are granted with family responsibility leave that complies with the BCEA

Section 22 (1) (2) of the BCEA on the provision

- That all temporary employees who are placed on assignment with duration of eight (8) months or less will be afforded paid sick leave at one (1) day for every twenty-six (26) days worked. This would mean that the three-year leave cycle will not apply to them.
- Granting paid sick leave should however still comply with the provisions of the BCEA.

Commitment to Compliance

In today's market, instances of non-compliance and unprofessionalism are on the increase. As members CAPES, ANASA is committed to the professionalisation of the healthcare staffing industry. This includes the highest levels of compliance with all applicable legislation and regulation, as well as adherence to Codes of Ethics for the protection of clients and assignees.

Since your hospital is one that depends on the services of a Nursing Agency, it is within your best interest to partner with ANASA Member Agencies as your preferred Service Provider. Thi will ensure that the agencies supplying your hospital are compliant in terms of legislation.

If you are unsure of any of information mentioned above or what you need to do to ensure your service providers are ANASA accredited please contact the office on details below.

Regards

Leigh-Ann Georgiev

Administration and Communications Manager

ANASA 1994-2014....20 Years Success!

