



### **Position statement: employment of radiographers**

SORSA supports all legitimate employment opportunities for radiographers to provide and maintain adequate services to patients.

The objectives in paragraphs 3 (a) to (c) of the Constitution of the Society of Radiographers of South Africa (SORSA) are:

- (a) to represent radiographers of the Republic of South Africa, both nationally and internationally;
- (b) to promote availability of adequate and reliable radiography services in the Republic of South Africa, and, to this end, to strive for maintenance and improvement in technical and ethical standards both in practice and in training; and
- (c) to protect and promote the rights and interests of the members of the Society in the employee/employer relationship, and the dissemination to members of technical and other information affecting their profession.

In terms of these objectives SORSA supports the following rights of employees.

- The right to a workplace free of discrimination
- The right to a workplace free of sexual harassment
- The right to reasonable accommodation for disabilities
- The right to compensation for work performed
- The right to protection from employer retaliation

Employment of radiographers must be in accordance with the below legislation

- The Constitution of the Republic of South Africa, Act 108 of 1996 which includes The Bill of Rights in Chapter 2. In terms of these rights SORSA underscores that all radiographers have the following rights.
  - Freedom of trade, occupation and profession, namely that every citizen has the right to choose their trade, occupation or profession freely. The practice of a trade, occupation or profession may be regulated by law.
  - Everyone has the right to fair labour practices
  - Everyone has the right to an environment that is not harmful to their health or well-being
- HPCSA policy document on business practices, 26 October 2016 in terms of employment of practitioners
- Basic Conditions of Employment Act 75 of 1997 as amended

- Occupational Health and Safety Act 85 of 1993 as amended
- Labour Relations Act 66 of 1995 as amended
- Health Professions Act 56 of 1974 as amended
- Regulations defining the scope of the profession of radiography. Government Gazette 5349 of 3 December 1976 as amended. Radiographers must only perform such practice as per these regulations.
- National Health Act 61 of 2003: Chapter 2 Rights and duties of users and health care personnel
- Competition Act 89 of 1998 as amended. SORSA does not support anticompetitive practice for the employment of radiographers in any sector.
- ❖ Apart from the above legislation it is important for radiographers to adhere to all relevant legislation.

SORSA underscores that radiographers may be sued under criminal law or civil law thus it is important to only undertake duties in accordance with the regulations of defining the scope of the profession. Radiographers must be conversant with Chapter 2 of the National Health Act 61 of 2003 to ensure that the rights of patients are adhered to.

*October 2021*