



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)

REPORT NO 1 OF 2019

06 FEBRUARY 2019

WE can report that the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 31 January 2019 and the following matters were discussed:

PHSDSBC Resolution 4 of 2017: Agreement on the Payment of a Special Allowance and a Danger Allowance for Forensic Pathology Officers (FPOs)

The employer was, in terms of the previous meeting, expected to give a report regarding the arrested FPOs in KwaZulu-Natal (KZN). The employer reported that all the arrested FPOs have been released, but are facing disciplinary action.

Labour raised a serious concern on the employer using the South African Police Services (SAPS) to harass striking workers since this is a labour matter and not a criminal one.

On the sustainable model for FPOs, the task team gave the following report:

- That the task team is to take a bench marking international trip to three of the following countries: United States of America (USA), England, Australia, Canada and Germany. The Council did not approve these trips stating that training and skilling of employees is the responsibility of the employer. The employer can source such training within the country from training institutions

that have been offering short courses to FPOs and ensure that these trainings are accredited. The example that was given was the Western Cape and Gauteng.

- The task team was requested to speed up the sustainable model for the FPOs to deal with career pathing. Furthermore, the task team is to convene an urgent meeting to deal with this matter.

PHSDSBC Resolution 1 of 2018: Agreement on the Standardisation of the Remuneration and Conditions of Services for Community Health Workers in the Department of Health

The employer provided a report indicating that most provinces have implemented the resolution while some are experiencing financial challenges and will implement the resolution in the new financial year retrospectively.

Labour raised a concern on the employer's report and indicated that it expected the employer to provide a matrix report on each province stating how they have implemented the resolution, challenges faced and plans on how these challenges are going to be addressed.

Labour also raised a concern about the scope of this resolution, since it does not include the Department of Social Development (DSD). Council to either extend the resolution to the DSD or a new resolution to be negotiated for this department.

The matter will be discussed in the next meeting with the DSD employer having sought a mandate on this issue.

Review of Danger Allowance in the Public Service

Council has submitted a list of identified categories to the Public Service Co-ordinating Bargaining Council (PSCBC) as per the directive from the PSCBC.

Review of Uniform Allowance in the Public Sector

The employer provided a report of institutions it has visited which includes NETCARE Group. Labour raised a concern that the employer is focusing only on Nurses as there are other categories of staff who are expected to wear uniform and yet they do not receive such a benefit.

Labour insisted that Council schedule negotiation meetings. Labour also insisted on dealing with all identified categories.

Reintroduction of Childcare and Breastfeeding facilities for lactating mothers employed in Public Health and Social Development Sector

Labour has developed a draft position paper on this issue. The employer from Department of Health (DoH) has sought a mandate from its principals and is ready to sign the agreement. The employer from DSD does not have a mandate yet.

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Professional Driver's Permits (PDP) for Emergency Medical Services (EMS) Personnel

Labour was expected to give more details on members who are employed as call centre staff and expected to possess PDP licenses. Labour is still gathering more information. The matter is still on the agenda of Council.

Continuous Development (CPD) for EMS Personnel

This matter has been referred to the Chambers to monitor the workshops organised and attended by EMS personnel.

Averaging of working hours for Health Professionals

In the previous meeting, the employer agreed to have bi-lateral meetings with parties as no agreement could be reached in Council. These meetings never materialised. The item remains on the agenda.

Agreement on the Re-Grading of Social Auxiliary Workers in the Department of Social Development and the Department of Health

In the previous meeting, the employer made an undertaking to come to this meeting fully mandated to sign the agreement. The employer from the DoH is ready to sign the agreement while the employer from DSD has no mandate yet.

The Release of Full Time Shop Stewards (FTSS)

Hospersa raised a concern regarding the employer's failure to comply with the PHSDSBC Resolution 3 of 2011: Agreement on the Appointment of FTSS and Office Bearers. In terms of the agreement, the release of FTSS should commence on 01 January of each year. To date this has not been done.

Hospersa sought clarity on why this has not been done since labour has complied with the agreement by sending documentation of our appointed candidates to the employer.

The employer could not provide valid reasons for not complying with the agreement and could not confirm the release date of the FTSS.

Hospersa declared a dispute with the employer on this matter.

We will keep members updated on all latest developments.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R4 392** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services**

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).