

## PHSDSBC REPORT 1 OF 2018

**2 MARCH 2018**

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 27 February 2018 and the following were discussed:

### **Occupational Specific Performance Management Development System**

The employer from the Department of Social Development (as per the decision from the last meeting) gave a report that they have conducted training on the Performance Management and Development System (PMDS) tool in four provinces, namely Gauteng, Mpumalanga, Western Cape and KwaZulu-Natal. The Department has identified challenges in these provinces in that few of the staff members are not completing their daily attendance register as per the evaluation tool. Some of the supervisors do not have score cards and there other administrative challenges.

The meeting resolved that since there are all these challenges, the tool should not be used in the 2018/19 evaluation as envisaged. The period during this evaluation circle should be used to perfect the tool and deal with all the challenges identified.

### **Draft Policy Framework and Strategy for Ward Based Primary Health and Outreach Team**

The employer reported that it is still sourcing a legal opinion on the issue of payment to this category of staff with regards to the new minimum wage agreement that is to be effected by 1 April 2018.

As per the previous council meeting, the secretariat presented a draft negotiations timetable regarding all of the following issues:

1. **Amendment of the PHSDSBC Resolution 2 of 2010: Occupational Specific Dispensation (OSD) for Therapeutic, Diagnostic Allied Health Professionals;**
2. **PHSDSBC Resolution 2 of 2017 – Framework Agreement of Payment of Rural Allowance and Amendment of the OSD for Social Services Professionals and Occupations;**
3. **Proposed model on Rural Allowance for eligible Social Service Professionals and Occupations (clause 4.1.1);**
4. **Amendment of OSD for Social Service Professionals and Occupations (clause 4.2.2);**
5. **Rural Allowance for Public Health Professionals (resolution 2 of 2004; and**
6. **Reintroduction of Childcare and Breastfeeding facilities for lactating mothers employed in Public Health and Social Development Sector.**

The negotiations are to resume on 15 March 2018 and end on 26 April 2018.

The Council adopted the timetable and was mindful of the wage negotiations in the Public Service Co-ordinating Bargaining Council (PSCBC).

### **Non-Compliance with PHSDSBC Resolution 4 of 2017 (Gauteng Province Forensic Pathology Officers)**

In the previous meeting, the Council came to the realisation that Forensic Pathology Officers (FPO's) in Gauteng were taken out of the PHSDSBC Resolution 2 of 2010,

without consultation with the council. The employer was given a task of investigating this matter and report back to council.

In this meeting, the employer gave a report that Gauteng has realised that they have committed an error in taking out this category of workers from the OSD and had requested the National Department of Health to assist in resolving this problem.

We cautioned the employer that as they are rectifying this problem, they should take cognisance of the fact that these employees are our members and that we also need to be kept abreast of developments.

### **Participation of the PHSDSBC in the Ongoing Essential Services Committee**

Parties were reminded of workshops to be held at Chambers which will be conducted by the essential service commission. The Gauteng Chamber workshop has already been held on 14 February 2018.

The next Chamber workshop will be in KwaZulu-Natal on 16 March 2018. Parties were urged to ensure that they send one shop steward per institution identified in the list.

We will keep you updated on any developments.

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