

PHSDSBC REPORT 10 OF 2018

27 AUGUST 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 23 August 2018.

The following matters were discussed:

PHSDSBC Resolution 4 of 2017: Agreement on the Payment of a Special Allowance and a Danger Allowance

In terms of clause 4.5.2 of the abovementioned agreement, parties agreed to negotiate and conclude a model to allow the Forensic Pathology Officers (FPOs) to register with a statutory body as professionals, to have a career pathing and job evaluation. In this meeting employer invited two experts to provide us with progress reports on what has been done since the agreement has been implemented. The two experts made presentations and clarity seeking questions were asked after the presentations. The presentations raised more challenges with professionalizing FPOs. Some of the challenges are the fact that there are no training programs developed for FPOs thus there is no qualification developed and no single service provider offers the qualification. Another challenge is the registration with the Health Professions Council of South Africa (HPCSA), the annual fees are too high and who will be paying these fees.

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

Initially the employer indicated that it is ready to sign the agreement only for the Department of Social Development as it is the only department that has a mandate to sign. We indicated that we are also ready to sign with the inclusion of the Department of Health and other departments that have SAWs. The employer then said it is prepared to sign for both Departments of Health and Social Development. We further wanted the draft agreement to include all SAWs, which will mean all SAWs in all the public sector. Parties will engage further on this matter in the next special Council meeting.

Amendment to Revised Non-Pensionable Recruitment Allowance referred to as Rural Allowance

The employer indicated that there is a need for an in loco inspection as some of the institutions which were classified as rural might have been reclassified. We informed the employer that we do not have a problem with inspection in loco provided there will be a criteria used to conduct the inspection. We referred the employer to the draft agreement in which the percentage allowance rate has been standardized

across the board and the addition of categories. The employer indicated that it has a problem with both the percentage allowance rate and additional categories.

It was proposed that Secretariat develop timeframes for the inspection in loco and that the employer conduct a desktop research on the other issues.

Review of Danger Allowance in the Public Service

We indicated that we have identified (with motivations) categories that need to be tabled at the Public Service Coordinating Bargaining Council (PSCBC) for negotiations. The employer pointed out that it will indicate which categories submitted by us it does not agree with.

Review of Uniform Allowance in the Public Service

We indicated that we are ready to sign the agreement. The employer indicated that there is no need to review the current agreement as it is still applicable. The employer also pointed out that the agreement only applies to nurses. We rejected this point and indicated that this agreement applies to all health professionals. Parties agreed to establish a task team that will visit institutions to see which categories need uniform.



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

We indicated to the employer that we are ready to sign the agreement. The employer pointed out that it will seek a mandate to sign and will report in the next special Council meeting.

Agreement on Payment of Annual Statutory Registration Fees in Respect of Health Care Occupations for the Health and Social Development Departments

The employer indicated that it will take the agreement for mandating processes and will report in the next special Council meeting.

We will keep members up to date with any developments.

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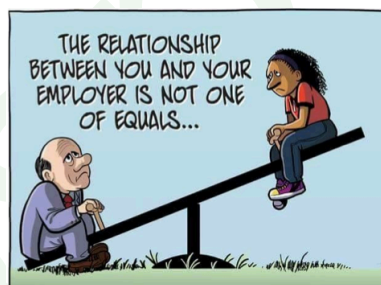
All updates and newsletters are also placed on our website (www.hospersa.co.za)



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- 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
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