

PHSDSBC REPORT 13 OF 2018

1 OCTOBER 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 28 September 2018.

The following matters were discussed:

Draft Report on Verification of Audited Membership Figures as at 31 December 2017

It was previously reported that the Executive Committee (EXCO) has appointed Kreston International Independent Accounting firm to verify trade unions membership figures. In this meeting, the Secretariat reported that it has received a draft report from this firm and EXCO has deliberated on the draft report.

EXCO recommended that Council adopt the draft report except for one clause in which the firm recommends a second verification of the membership figures.

A special Council has been scheduled to only deal with this matter. We noted the report and indicated that we will bring the report to our principals' attention for mandate.

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

The Secretariat reported that inspections in loco were conducted in all the provinces as agreed in the previous Council meeting. The Secretariat further informed Council

that a report will be provided within a week. We suggested that the report must first go to the task team that conducted the inspections in loco for inputs.

Review of Uniform Allowance in the Public Sector

The employer proposed that a task team be established to deal with the draft agreement tabled by us. We agreed that the task team meeting must take place in the first week of October 2018.

Review of Danger Allowance in the Public Service

We previously tabled a draft agreement with additional categories for the employer to consider. The employer wants us to resubmit the list of the additional categories with motivation and also submit this list to the Public Service Coordinating Bargaining Council. We agreed to resubmit the list.

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

The employer indicated that it has established a task team that will inspect facilities to see how ready facilities are for the implementation of this agreement. The employer further indicated that after the inspection has been finalized it will seek mandate from its principals and provide a response at the end of November 2018.

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

The employer indicated that it will invite forensic specialists to advise Council on the professionalization of Forensic Pathology services. We proposed that this matter be dealt with on its own so to give it the special attention it deserves.

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

The employer reported that it went back to its principals to seek a new mandate after the task team amended the draft agreement. The employer also reported that its principals want to know what we mean by "all" on clause 4.5.2 which states as follows: "*The implementation and payment of **all** SAW within its respective area of jurisdiction*". The employer further informed us that if "all" is excluded or if "all" mean SAW who were excluded; it has a mandate to sign the agreement. We informed the employer that we will go seek a mandate from our members and respond to what "all" mean in the next meeting.

Professional Drivers Permits (PDP) for EMS Personnel

The employer reported that it will provide a detailed report on this matter as it is still conducting an investigation.

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Continuous Professional Development (CPD) for EMS Personnel

The employer reported that the investigation is ongoing and will provide a report in the next Council.

Averaging of Working Hours for Health Professionals

We reported that we are still seeking a mandate on this matter.

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

The agreement enjoyed majority signature on 10 September 2018.

We requested a progress report from the employer on how it will implement the agreement.

Agreement on the Transfer of Employees from the National Department of Health (NDOH) to the South African Health Products Regulatory Authority (SAHPRA)

The employer initially submitted this draft agreement to Council and Council referred the draft agreement to the National Chamber as the matter only affected employees at the National Department of Health. The draft agreement was then negotiated at the National Chamber. The parties at the National Chamber could not reach an agreement on a clause that deals with the Government Employees

Housing Scheme (GEHS). The employer at the National Chamber could not provide a letter that guarantees that the affected employees' saving facility monies will be transferred and that they will still continue benefiting on the housing allowance once with the public entity. While the Government Employees Pension Fund (GEPF) and Government Employees Medical Scheme (GEMS) provided us with letters that guarantee that transferring employees will continue as members of the fund and the scheme.

The parties at the National Chamber then agreed that the matter should be referred back to Council. Council will deal with this matter in the next Council meeting.

We will keep members up to date with any developments.

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