

PHSDSBC REPORT 14 OF 2018

5 NOVEMBER 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a Council meeting on 31 October 2018.

The following matters were discussed:

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

The Secretariat suggested that a solution to the professionalization of Forensic Pathology services might be to explore with an international benchmarking exercise. Parties were keen to the international benchmarking exercise and requested the Secretariat to identify countries that can be visited as well as do costing for the trips. The Secretariat reported that the Executive Committee (EXCO) has advised that the clause that is dealing with the professionalization of Forensic Pathology services be extended as it has time frames. We indicated that we do not have a mandate to extend the clause and further indicated that it will be easier to consider the extension if the employer has an offer on the table. EXCO further recommended that we need a communication strategy so we can keep Forensic Pathology Officers (FPOs) informed of all developments that are taking place regarding professionalization of the services by visiting the sites of FPOs in the provinces.

Standardisation of the Remuneration and Conditions of Services for

*Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)*

Community Health Workers for the Department of Health

The employer provided a progress report on the implementation of this agreement. The progress report indicated that the majority of Community Health Workers (CHWs) have been migrated into PERSAL and CHWs in some provinces have started to receive the R3 500 stipend and in some provinces the stipend will be paid at the end of November 2018. However the Western Cape Province is not willing to pay the R3 500. We wanted to know when this province is going to comply with the agreement. The employer promised to engage the Head of Department in that province to comply. We also wanted to know why the back date has not been effected and when will it be paid. The employer promised to follow up on the back date payment.

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

The Secretariat reported that inspections in loco were conducted and a report has been finalized which will be given to the task team for inputs.

Review of Danger Allowance in the Public Service

The employer indicated that it still needs time to reflect on our motivation and it will respond. We did not accept the response as the employer provided the same response in the last meeting. We suggested that the matter be elevated and dealt with at the Public

Service Co-ordinating Bargaining Council (PSCBC). The employer refused and proposed that we have a special Council meeting next week to deal with the matter extensively. Parties agreed to the special Council.

Review of Uniform Allowance in the Public Sector

The employer will communicate a date of a meeting for the task team that was established to deal with the draft agreement.

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

The employer indicated that it is close in finalizing its mandating processes and will provide a response on 30 November 2018.

Professional Drivers Permits (PDP) for EMS Personnel

The employer reported that it has finalized its investigation on personnel who are stationed at call centres that are required to have a PDP. The employer provided us with a report that stated that EMS posts fall under Occupational Specific Dispensation (OSD) and PDP is one of the inherent requirements for the posts. The report also states that there are no Control Room Operators other than in the Western Cape of which posts do not require PDP and are non-OSD. In the other provinces EMS officers who are utilized in the control rooms and their PDP expires while working there, are not required to renew their PDP.

PROVINCIAL HOSPERSA OFFICES

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Limpopo (015-295-3272)

North-West (018-462-3692)

Gauteng (011-791-2243)

Mpumalanga (013-752-6199)

Western Cape (021-591-9283)

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However if EMS officers who were stationed in the control room want to practice as EMS officers they must have the PDP licenses. We requested that the matter remain on the agenda while we seek mandate from our members.

Continuous Professional Development (CPD) for EMS Personnel

The employer reported that it has finalized its investigation in whether CPD seminars and conferences are held in places that are far from the EMS. The employer provided a report that stated that the challenge is that there is poor attendance by the EMS officers. The employer also indicated that if there are EMS officers who still feel that CPD seminars and conferences are too far from where they are stationed we must inform the employer. We pointed out that EMS officers are forced to attend these seminars and conferences while they are on rest leave and not during working hours.

Averaging of Working Hours for Health Professionals

We reported that we do not have a mandate on this matter. Parties agreed to engage in bilateral meetings on this matter.

Verification of Audited Membership Figures as at 31 December 2017

We reported that we are not ready to adopt the report of the independent auditors. We were also concerned that this matter is now in the media while it

is being discussed in Council and requested time to deal with this matter. Parties agreed to deal with this matter on 16 November 2018 in a special Council.

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

The employer maintains its original submission of removing the Department of Health and a clause that states that the agreement that states *"The implementation and payment of all SAW within its respective area of jurisdiction"*. We indicated that we have deadlocked and we reserve our right. We further stated that the matter must be removed from the agenda of Council. The employer requested to be given time as it is in a process of reconsidering our proposal and promised that it will finalize its mandating process within two (2) weeks.

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

The Secretariat reported that the agreement has enjoyed majority signature.

Organizational Rights Agreement

We indicated to the employer that we are prepared to sign the agreement. The employer indicated that it was

content with the draft agreement however, the number of trade union representatives and / or shop stewards at institutions should comply with the provision of section 14 (2) of the Labour Relations Act. The employer will seek mandate on the matter.

Compensation for Work Performed during Meal Interval – EMS

We tabled this matter and indicated that EMS officers are currently required to perform functions which cannot be left unattended during meal intervals or breaks. The EMS officers are also not compensated to perform these functions while the Basic Conditions of Employment Act, section 14 prescribes that they must be remunerated for functions performed during meal interval. The employer noted the demand and indicated that the average of working hours draft agreement will address such issues. We indicated that we can enforce this matter if the employer does not take it serious.

We will keep members up to date with any developments.

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

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