



**PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)**

**REPORT NO 6 OF 2019**

**08 APRIL 2019**

WE can report that the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 3 April 2019 and the following matters were discussed:

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

The employer reported that it has conducted research on the four (4) outstanding areas in this resolution, but it is not ready to present to Council as it has not yet obtained a mandate from its principals.

Labour reiterated its concern over the slow pace that the matter is being handled. The employer was urged to provide a full report on this matter in the next Council meeting.

**Draft Organisational Rights Agreement**

In the previous meeting [28 March 2019] labour and the employer presented two different drafts on this matter.

The meeting's purpose was to negotiate as well as try to conclude on this matter.

The employer stated that it wants to comply with the Labour Relations Act (LRA) with regards to the issue of union representatives at a workplace while labour proposed for more representatives.

Labour then conceded on this issue as the number of union representatives is prescribed in the LRA.

Council also reached an agreement on the definition of a "workplace".

The document on this agreement is now ready for mandating (see attached Draft Resolution 1 of 2019).

We will keep members up to date with any 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** and stays at holiday resorts.

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

**PROVINCIAL HOSPERSA OFFICES**

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