

## PHSDSBC REPORT 8 OF 2017

26 June 2017

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 23 June 2017. The meeting was a special council to discuss the employer's offer to resolve the challenges experienced by the Forensic Pathology Officers.

In this meeting, the employer indicated that it has a mandate to sign the agreement that was tabled on 21 June 2017.

We pointed out to the employer that there is a determination on danger allowance that specifies the amount that needs to be paid for both danger allowance and special danger allowance. We further indicated that the employer's offer is less than what is current being paid and we told the employer the exact amounts.

The employer thereafter agreed to pay the same amount as per the determination of danger allowance.

The amounts to be paid are as follows:

- Danger allowance of **R397.00** instead of the R322.00 that was initially proposed by the employer.
- Special allowance of **R594.00** instead of the R400.00 that was initially proposed by the employer.

We also pushed the employer to increase the once off remedial payment of R4 800.00 to R5 000.00 but the employer indicated that it does not have money.

The employer presented the amended agreement for us to sign. We indicated that we will revert back on 27 June 2017 after we obtained a mandate from our members.

We therefore appeal to members to provide us with a mandate to sign or not to sign the agreement.

**Provinces are required to urgently source mandates by the end of the day or tomorrow the latest.**

Before the meeting could be concluded we demanded that the employer withdraw the ultimatum letters issued by the Gauteng Department Health to individuals with threats of disciplinary action if they do not stop the partial work stoppage. The employer agreed that it will send employees letters indicating that it is withdrawing the ultimatum letters.

++++++

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



### 10 Good Reasons to Join Hospersa

1. Individual indemnity cover of up to **two million rand** per member
2. Death benefit of **R3 993** for principal members after 6 months of membership
3. **Professional legal assistance** for labour-related issues at the Bargaining Council / 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

To stay up to date with feedback from Hospersa we urge all members to follow us on Twitter (@hospersaonline) and join our Facebook group (hospersa online) as soon as possible.



All updates and newsletters are also placed on our website ([www.hospersa.co.za](http://www.hospersa.co.za))