



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL MEETING

REPORT 17 OF 2024

The Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Meeting was convened on the 16th of September 2024.

PROFESSIONALISATION OF COMMUNITY DEVELOPMENT PRACTITIONERS

The employer tabled a progress presentation on the matter. **See Annexure 1.**

The respective Annexure can also be found on the Hospersa website – www.hospersa.co.za

Ministerial determinations and the regulations process regarding Community Development Practitioners was currently underway.

Three boards were currently regulating the Community Development Practitioners (CDPs) process, to create synchronicity.

Recommendations have already been sent to the minister on the CDP process based on public commenting inputs received, and other internal processes that have been undertaken to date.

Regulations of the establishment, composition, functions and functioning of a Professional Board for Community Development Practice (PBCDP) are also currently underway.

The process further requires the nomination process for eight (8) members to sit on the PBCDP and the 8

members need to qualify in terms of the set criteria.

Five (5) CDPs nominated and elected by CDPs; one CDP, elected by CDPs from nominations by the community development education and training institutions; one Assistant CDP nominated and elected by Assistant Community Development Practitioners, one member designated by the council in terms of section 5(4)(b) of the Act.

Currently the process for the sector is to create awareness on the process, and thereafter the nomination process shall ensue.

Organised labour welcomed the progress report by the employer and further indicated that it has been part of the process to date.

Organised labour further sought clarity regarding the qualifications criteria for the nomination process, as it was a bit of a contention issue with reference to the practice by other boards, e.g. the SACSSP, how will the CDP process accommodate the issue of members who are in good standing (i.e., that CDPs must be fully registered in terms of producing up to date Annual Practising Certificates).

Labour further sought clarity in terms of current ratios for CDP in practice vs the current shortfall and needs within the various communities.

The employer responded that the SACSSP sets its own criteria for

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qualifications to be nominated onto the board.

The regulations do not currently address the issue of ratios.

Currently there is no data on the number of CDPs, as the current regulations do not yet have CDPs as a recognised title.

Parties agreed that the item should remain on the agenda for progress reporting.

CHILD AND YOUTH CARE WORKERS PERFORMING DUTIES THAT ARE NOT WITHIN THEIR SCOPE

Labour indicated that:

The employer is expected to lead on the item in terms of the adopted minutes of 27 March 2024, and 24 April 2024, respectively.

The audit report by the employer was tabled in the council meeting of 24 April 2024.

The employer should therefore table a presentation on the legislative framework regulating the scope for child and youth care workers.

The questions from organised labour would only come post that requested presentation.

The employer in should further investigate whether the job descriptions of Child and Youth Workers is the same across the provinces, in terms of the legislative framework.

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The employer indicated that, it would put together a refined presentation on the matter and present, on the scope of practice of child and youth care workers especially on the legislative framework, as requested by organised labour, the functions and job descriptions in the various DSD facilities across the provinces.

Organised labour further requested that, the report that was provided in the month of April 2024 by DSD as per the audit that done by the employer, should therefore be juxtaposed against the presentation that would be tabled in the next ordinary council meeting.

IMPLEMENTATION OF THE PHSDSBC RESOLUTION 3 OF 2019

Parties to the council noted the progress reports that were submitted by the various provinces on the implementation of the PHSDSBC Resolution 3 of 2019.

COMMUNITY HEALTH WORKERS (CHWs)

The employer proposed to put the matter in abeyance, given that the matter has been tabled in the PSCBC as part of organised labour's demands for the 2025/26 wage negotiations.

Labour raised the following issues; firstly, that the employer's response on the matter was a very generic one, and didn't address all the other issues that had been raised in the previous meeting, e.g. establishment of standard operating procedures, issues of skills development, the review of the WBCHOT policy, etc.

Labour still requires the employer to deal with the other issues that will give rise to development of a framework for the sector.

Organised labour further indicated that the employer should also be providing a progress report as the per the decisions of the previously adopted minutes, which

required the employer to provide a comprehensive report on CHWs.

Parties further agreed to the disbandment of the council task team by parties that was dealing with the item on Community Health Workers (CHWs) to be referred to the council for negotiations.

Organised labour also raised a concern on the review process of the WBCHOT policy, which was continuing without organised labour being part of the process.

The employers progress report should address all the proposals that were indicated, as per the tabled draft agreement on CHWs that was tabled months ago by organised labour.

The employer indicated that: It would request a special council meeting within the next two weeks to deal with the CHWs matter, in providing a comprehensive report on the matter.

The special council meeting would therefore deal, mainly on the skills development and reviewal process being undertaken on the WBCHOT policy as well as the life span inconsistency of CHWs contracts across the provinces vs the life span of the signed collective agreement.

PROVISION OF NURSES IN THE SECTOR

Organised labour indicated that: The council task team dealing with uniform provision should be disbanded, and provinces monitor the uniform procurement process via council chambers (via the establishment of chamber task teams to monitor the procurement process).

Organised labour further proposed that the OGS redefine the terms of reference for circulation to chambers for the work of

the established task teams to commence with their work.

The OGS would therefore table chamber progress reports at the level of the council for monitoring purposes by the council as well.

The employer responded in that it will address the matter by tabling a consolidated report in the special council meeting that would be convened within two weeks.

The employer was also requested to provide letters by provinces that were distributed to employees regarding the payment of uniform allowances, that should happen no later by 30 November 2024.

DRAFT COLLECTIVE AGREEMENT ON PICKETING RULES

Organised labour indicated that is was not yet ready to pronounce on the matter, it would therefore provide feedback in the next ordinary council meeting.

DRAFT AGREEMENT ON THE TOKEN OF APPRECIATION FOR EMPLOYEES WHO WORKED DURING THE COVID - 19 PANDEMIC

Organised labour tabled their final draft agreement for signing by parties to the council.

The employer indicated that it noted the draft agreement by organised labour, however, the draft agreement should be tabled at the level of the Collective Bargaining Committee (CBC) for adoption by the parties to the CBC.

Organised labour further requested the Office of the General Secretary (OGS) to convene a special CBC meeting to speedily transact on the matter.

NEW MATTERS

AMENDMENT OF THE PHSDSBC RESOLUTION 4 OF 2017 – AGREEMENT ON THE PAYMENT OF SPECIAL ALLOWANCES, AND DANGER ALLOWANCES –

Labour tabled the new matter on the agenda of the council and indicated that the sustainable model for the professionalisation of Forensic Pathology Officers (FPOs) has still not been finalised by the council, in terms of the negotiations at the time.

Organised labour therefore demanded that the employer increase the current danger allowance for FPOs from the current R594.00 to R5000.00.

The employer indicated that it would seek a mandate on the matter and revert to organised labour in the next ordinary council meeting.

Parties agreed to the employer providing feedback in the next ordinary council meeting.

AMENDMENT OF THE PHSDSBC RESOLUTION 2 OF 2010 – OSD FOR THERAPEUTIC, DIAGNOSTIC, AND ALLIED PROFESSIONALS

Organised labour demanded that Forensic Pathology Officers (FPOs) be removed from OSD as they were currently not benefiting from OSD processes.

Organised labour further indicated that the employer Gauteng Department of Health (GDoH) had already done so, therefore the same should be done in all the other provinces.

The employer responded that it would provide a response in the next ordinary council meeting.



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