



## **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL MEETING**

### **REPORT 22 OF 2024**

A Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) meeting was convened on 06 November 2024, and the following matters were discussed by parties to the council meeting:

#### **PROFESSIONALISATION OF COMMUNITY DEVELOPMENT PRACTITIONERS**

The Employer (National Department of Social Development) provided a verbal report and indicated that the status quo remains as per the report that was provided in the council meeting of 16 September 2024.

The Employer further indicated that once a new report was available, that updated report would be tabled in the next ordinary council meeting.

Labour noted the submission by the employer for an updated progress report to be tabled in the next ordinary council meeting.

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

The Employer reported that the technical expert on the matter was not available to table a reworked presentation.

The Employer further reported that both legal frameworks on the scope of the work done by Child and Youth Care Workers does not infringe on their job descriptions.

Organised labour thereafter proposed that the agenda item be deferred to the next ordinary council meeting to allow for the technical expert to come and present on the matter correctly to further allow for labour to properly engage on the matter.

The Employer agreed to the submission by organised labour to defer the item to the next ordinary council meeting to afford the technical expert to table their re-worked presentation for discussion.

#### **IMPLEMENTATION OF RESOLUTION 3 OF 2019**

The Office of the General Secretary (OGS) tabled a progress report. **See attached Annexure 1.**

The OGS further indicated that all the chambers were on track in terms of statutory deductions, except for the Northern Cape Chamber due to the intervention they had sought from the PHSDSBC Executive Committee.

Western Cape chamber also did not provide any progress reports for the council meeting of 06 November 2024.

Labour noted the progress reports that were tabled by the OGS.

Labour further sought clarity whether the deductions for the month of October 2024 were covered in terms of the tabled report?

Organised labour further reported that there was a constant challenge of members being deregistered which was

still a major concern for organised labour, and the employer should ensure that it rectifies the matter moving forward, especially given the time the collective agreement has been in place.

The OGS indicated that the report did not cover Quarter 2 reports by chambers. Labour noted the report and implored the OGS to then encourage parties to the chamber to address the issue statutory deductions in the manner that it was presented in the council meeting of 06 November 2024.

#### **COMMUNITY HEALTH WORKERS**

#### **STANDARDISATION OF REMUNERATION FOR CHWS IN THE DEPARTMENT OF HEALTH**

The Employer reported that the request by organised labour to have the workshop on review of the WBPCHOT policy has been agreed to, therefore the workshop will be extended to a three (3) day workshop to be scheduled in February 2025.

The Employer further indicated that organised labour cannot be part of the expert group, labour would only be part of the process in terms of the consultation process of the WBPCHOT policy in submitting their inputs.

Labour responded that the policy review process is not in its initial stages, a lot of work has already been done, and therefore can't be an internal process at this stage, because the issues being

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addressed in the review of the policy are issues that concern members directly, and organised labour, therefore stills want to be part of the expert group.

The Employer reported that it will seek a new mandate on the inclusion of organised labour to be part of the expert group. The Employers new position and revised mandate will be communicated via a letter to the OGS by 18 November 2024.

Organised labour noted the response from the employer pertaining to the policy review (WBPCHOT policy review).

Labour further indicated that the other part of the agenda item is to deal with the issue on the draft collective agreement pertaining to clause 5.5. of the PHSDSBC Resolution 1 of 2018, a draft agreement which organised labour had tabled a long while ago.

The Employer reported that it was in the final stages of their mandating process regarding the draft collective agreement that organised labour had tabled pertaining to the implementation of clause 5.5. of the PHSDSBC Resolution 1 of 2018.

Organised labour indicated that the Employer should provide a written response regarding their mandating outcomes on the draft collective agreement that labour had tabled, prior to the last council meeting of 10 December 2024.

The employer indicated that it would provide a written response prior to the last council meeting that is scheduled for 10 December 2024.

### **CURRENT CHWS CONTRACT OF EMPLOYMENT VS LIFESPAN OF RESOLUTION 2 OF 2022**

The Employer did investigate the matter and came to the realisation that the CHW contracts were not the same across various provinces and were in the process of rectifying the different contract lifespans.

Organised labour indicated that it would consult on the issue and revert to the Employer in the next scheduled council meeting of 10 December 2024.

### **PROVISION OF UNIFORMS FOR NURSES IN THE SECTOR**

Organise labour was comfortable with the terms of reference by the OGS, and they can be signed off by parties to the council.

Organised labour further reported that it wanted to maintain its position, for uniform procurement to be centralised.

Labour further reported that if the employer would still not be ready to provide the nurses uniform in the year 2025, they must continue to pay uniform allowance as per the current collective agreement.

The Employer noted the submission by organised labour and would respond in the next ordinary council meeting of 10 December 2024.

### **DRAFT COLLECTIVE AGREEMENT ON PICKETING RULES**

Organised labour was still consulting on the draft collective agreement and would revert in the next ordinary council meeting in terms of the different trade unions and their respective positions.

The Employer noted the submission by organised labour.

### **AMENDMENT OF RESOLUTION 4 OF 2017 - AGREEMENT ON THE PAYMENT OF SPECIAL ALLOWANCES AND DANGER ALLOWANCE**

The Employer reported that it was still mandating with its principals given that there are financial implications for the Employer.

The Employer will therefore revert to organised labour once it was done.

Organised labour implored on the Employer to prioritise the matter and revert in two weeks.

The Employer further indicated that it would only be able to provide a response in the next scheduled ordinary council meeting of 10 December 2024.

### **AMENDMENT OF RESOLUTION 2 OF 2010 – OSD FOR THERAPEUTIC, DIAGNOSTIC AND ALLIED PROFESSIONALS**

The Employer reported that it was still mandating with its principals given that there were financial implications related to the agenda item.

The Employer indicated that it would only be able to provide a response in the next scheduled ordinary council meeting.

### **NEW MATTERS – 06 NOVEMBER 2024**

#### **AMENDMENT OF RESOLUTION 2 OF 2004 – REVISED NON- PENSIONABLE ALLOWANCE REFERRED TO AS RURAL ALLOWANCE**

Organised labour reported that the item was tabled to add audiologists as a job title on the list pertaining to the implementation of the PHSDBC

Resolution 2 of 2004, due to some provinces having excluded audiologists in terms of the payment of rural allowance.

Currently there are only Speech Therapists on the list, hence the need to amend the PHSDSBC Resolution 2 of 2004.

The Employer noted the submission by organised labour and indicated that it would respond in the next ordinary council meeting scheduled for 10 December 2024.

### AGREEMENT ON THE ESTABLISHMENT AND REGULATION OF MULTI-LATERAL COMMITTEES (ILMC'S)

The Employer reported that it had noted that there are currently multilateral forums in various DoH and DSD facilities across provinces, however, such multilaterals have never been regulated, and there was indeed to regulate them.

The Employer further proposed that parties to the council conclude a collective agreement on the matter to serve as guidelines on the functioning of ILMC's.

Organised labour noted the submission by the Employer.

### SALARY DISPARITY: FORENSIC PATHOLOGY MANAGERS

Organised labour submitted that the principal of equal work for equal work is not being applied for Forensic Pathology managers across provinces.

Organised labour further asserted that there were clear disparities pertaining to the issue of Forensic Pathology manager salaries based on its own investigations that were conducted.

Organise labour implored on the Employer to standardise the salaries of Forensic Pathology managers across provinces.

The Employer noted the submission by organised labour and indicated that it would revert in the next ordinary council meeting of 10 December 2024.

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