



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL SPECIAL COUNCIL MEETING

REPORT 29 OF 2025

21 NOVEMBER 2025

Parties to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) convened a special council meeting to discuss the following matters:

FORENSIC PATHOLOGY OFFICERS/MANAGERS

- The Employer tabled a presentation on the subject matter. See attached Annexure 1.
- The Employer further indicated that mortuaries in different provinces are categorised from M1 – M6 in terms of the size and capacity.
- The Employer indicated that these categories were also linked to the universities for purposes undergraduate and postgraduate training.
- Mortuary managers, therefore, had different employment contracts depending on the category of the mortuary.

PROFESSIONALISATION OF FORENSIC PATHOLOGY OFFICERS:

- The Employer alluded that discussions regarding the professionalisation of Forensic Pathology Officers (FPOs) started in the year 2015, and discussions also delved around the issues of training and the registration of FPOs with the HPCSA.

- The issue of Occupation Specific Dispensation (OSD) has been implemented for FPO's in the various provinces, and it has been challenging how the OSD model has been implemented for FPO's over the years.
- The Employer further indicated that the 2015 task team dealt with several areas, including drafting regulations, training, and visits to universities to check whether facilities were equipped to address the training of FPO's.
- On the 23rd of March 2018 regulations were promulgated by the minister of health for public comments.
- On the 25th of March 2018 – Regulations were published and the same regulations were currently still in force.

FINALISATION OF THE SCOPE OF PRACTICE

- The appointed 2015 task team had to address the issue of the scope of practice for FPOs.
- The Employer further indicated that the draft scope of profession (what the profession entails) was required first before the scope of practice would have to come into place (i.e., what they are expected to do in the field).

HPCSA REGISTRATION POSITION

- The Employer further indicated that the registration processes at the level of the HPCSA were currently active.
- The annual statutory fees had been finalised by the HPCSA, and that currently the registration was being done online, and further to that road shows would be rolled out in all provinces between January and February 2026, in addressing the professionalisation of the FPO's and the registration process.
- The HPCSA was also expected to consult with parties at the level of the PHSDSBC.

FPO'S TRAINING/ACADEMIC PROGRAMMES

- The Employer indicated that currently there were four levels of categories in terms of the training of FPO's.
- NFPSC and the Dr. Sefako Makgatho university, and Cape Peninsula University, are currently identified tertiary institutions to roll out the training for FPO's.
- The Employer further indicated that the grandfather strategy needs to be urgently dealt with for those who have been long in the system, and also for those who will be newly appointed into the system moving forward.
- Further to that parties to the Council would require to have a

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discussion regarding the incorporation of those who do not have qualifications currently.

- The Employee further indicated that issues of career progression and career pathing for those who would be trained need to also be incorporated into the current OSD model.

CPD COMPLIANCE

- The technical expert also raised the issue surrounding the requirement for FPOs to adhere to Continuous Professional Development points system to keep up with current developments.
- The training for FPO's for them to attain CPD points in relation to the HPCSA registration requirements was a further requirement.
- Parties to the PHSDSBC would further need to develop a framework agreement in professionalisation of the FPO's.
- The Employer further indicated that extensive work still had to be done in ensuring the professionalisation of FPO's.

ORGANISED LABOUR

- Organised labour noted the presentation by the Employer and further sought clarification regarding whether there was currently a committee or a Ministerial Task Team that was addressing the issues regarding FPOs.
- Organised indicated the following in terms of their demands in response to the presentation that was made:
- The Employer need to provide the regulations and documentation regarding the categorisation of the

mortuaries and the relation thereof of the employment contracts.

- The Employer to further provide the necessary data regarding the categorisation of the mortuaries so members are aware of how they are categorised in relation to their employment contracts.
- The requirement that the Employer has provided a sustainable within 6 months from the date the resolution was never concluded by parties to the Council (i.e., in line with the PHSDSBC Resolution 4 of 2017)
- In the year 2018 the employer was working outside of the resolution, which was very incorrect.
- Therefore, the Employer should have provided a presentation on the sustainable model in the meeting of 17 November 2025, however, the presentation that was provided did not necessarily provide the required sustainable model for the FPO's.
- The Employer must further provide the rationale for why the process has been halted since 2015.
- Why was the HPCSA having road shows scheduled whilst the understanding was that the professionalisation of FPOs be concluded first before the statutory deductions can be implemented.

THE EMPLOYER:

- The Employer indicated that it cannot access individual performance contracts of managers as that was an individual employer employee matter.
- What regulates salaries of managers is individually based in terms of Job Evaluation processes.

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- The categories of the mortuaries were available from different provinces.
- The Employer further indicated that it cannot provide information as to why the process was halted, because it did not know of the reasons why the processes surrounding FPOs were halted.
- The Employer further stated that the Regulations of 2018 were currently still in place, and those are the ones that needed to be implemented.
- The HPCSA road shows was a mechanism to educate the FPO's regarding how the registration process is all about and not necessarily the actual deductions for FPOs.
- The grandfather process must be something that the council needs to address with immediate attention.

ORGANISED LABOUR:

- Organised Labour indicated that all parties to the council require the complete information from the year 2015 to date, as well as the reasons the Employer halted the processes for such an extended period regarding FPOs.
- Organised labour further demanded that the Employer strengthen its presentation in providing the sustainable model that had been waited from the year 2018 to date.

THE EMPLOYER:

- The Employer referred parties to the Council to the National code of guidelines for FPO practice- on the NDoH website – chapter 10 in regard to the categorisation of mortuaries.

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ORGANISED LABOUR:

- Organised labour noted guidelines that had been provided regarding the categorisation of the different mortuaries.
- Organised labour further demanded an increase in the dissection allowance of R594, to R5000 whilst parties to the Council were waiting for the Employer to finalise the professionalisation of FPOs.
- Organised labour further demanded that the technical expert should be part of the next council meeting, scheduled for 09 December 2025.
- Organised labour further demanded that FPOs be removed from the OSD model and will wait for the employer's response in the next meeting and if the response was not amenable, labour would want to recuse itself from the PHSDSBC Resolution 4 of 2017 taking in cognisance what the PHSDSBC Resolution 2 of 2010 was providing.
- Organised labour further indicated that it would in the interim consult its members on the matter and revert in the Council meeting of 09 December 2025.
- The labour caucus would further outline which areas of the Resolution 2 of 2010 should be amended by the employer based on the understanding that the employer has repeatedly failed to implement a sustainable model since the year 2018.
- Organised labour further indicated that should the Employer not provide a concrete way forward in the Council meeting of 09 December 2025, members will not dissect any bodies until the matter was resolved.

THE EMPLOYER:

- Agreed to provide feedback in the next ordinary council meeting on 09 December 2025.



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