



# PHSDSBC

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Public Health and Social Development  
Sectoral Bargaining Council

**RESOLUTION .....OF 2026**

**DRAFT AMENDMENT OF RESOLUTION 2 OF 2010: AGREEMENT ON THE  
OCCUPATIONAL SPECIFIC DISPENSATION FOR THERAPEUTIC, DIAGNOSTIC  
AND RELATED ALLIED HEALTH PROFESSIONALS**

## 1. NOTING

That,

- 1.1 PHSDSBC Resolution 2 of 2010 (The resolution) seeks to introduce an occupational specific remuneration and career progression dispensation (OSD) for therapeutic, diagnostic and related allied health professionals.
- 1.2 The resolution also seeks to provide within the OSD for:
  - 1.2.1 Career pathing opportunities based on competencies, experience and performance
  - 1.2.2 Pay progression within the limits of the relevant grades based on performance;  
Grade progression, where applicable, based on performance;
  - 1.2.3 Recognition of appropriate experience for the purpose of grade progression; and  
Recognition of performance for accelerated progression to higher grades and pay progression within a salary grade.
- 1.3 The parties in council failed to negotiate and conclude a sustainable model that will allow FPOs to register with a statutory body as professionals to have career pathing and job grading as envisaged in clause 4.5.2 of Resolution 4 of 2017.

## **2. OBJECTIVE**

The objective of this agreement is to:

- 2.1. To remove all FPOs from the OSD as espoused in Resolution 2 of 2010
- 2.2. To enable a system wherein FPOs will receive 1.5 pay progression on annual basis in line with the Performance Management Policy.

## **3. SCOPE**

This agreement binds the following parties:

- 3.1. Employer in the National Department of Health and National Department of Social Development.
- 3.2. Employer in the Provincial Departments of Health and Provincial Departments of Social Development.
- 3.3. Trade unions that are admitted to the Council and their members.
- 3.4. Employees who are not members of any trade union party to this agreement but who fall within the registered scope of the Council, in the National and Provincial Departments of Health and Social Development.

## **4. PARTIES AGREE THAT**

- 4.1. All FPOs will be taken out of the Occupation Specific Dispensation (OSD) salary structure with effect from 1 June 2026. This arrangement will remain in place until the employer develops and implements a sustainable professionalisation model for this category of workers.

4.2. As of 01 June 2026, all FPOs will qualify for annual salary progression of 1.5% of their basic salary, subject to the normal requirements for pay progression. This ensures that FPOs continue to receive annual pay progression even after being removed from OSD.

4.3. Upon removal from OSD, every FPO will be translated to the next higher salary notch or level within the standard public service salary structure. This means that no FPO should be disadvantaged by the transition; instead, each worker should move to a higher salary notch than the one they occupied under OSD.

## **5. INTERPRETATION AND APPLICATION**

5.1 In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the content of this agreement, the provisions of this agreement shall take precedence.

5.2 No amendments to this agreement shall be of force or effect, unless reduced in writing and agreed to, by both parties to the Council, as a resolution of the Council.

## **6. DISPUTE RESOLUTION PROCEDURE**

6.1. In the case of a dispute arising, regarding the interpretation and application of this agreement, any party may refer such dispute to the Council, and will be dealt with in terms of the dispute procedure of the Council.

## **7. IMPLEMENTATION OF THE AGREEMENT**

7.1 This agreement shall come into effect on the date it enjoys majority support and shall remain in force unless terminated or amended by agreement, in writing.

THUS, DONE AND SIGNED AT CENTURION ON THIS THE.....DAY OF  
 .....2026.

<b>ON BEHALF OF THE STATE AS EMPLOYER</b>			
	<b>NAME</b>	<b>SIGNATURE</b>	
<b>STATE AS THE EMPLOYER</b>			
<b>ON BEHALF OF THE ADMITTED TRADE UNIONS</b>			
<b>TRADE UNION</b>	<b>NAME</b>	<b>SIGNATURE</b>	
NEHAWU			
DENOSA			
PSA			
HOSPERSA NUPSAW			