

**MEMBER UPDATE:****PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) SPECIAL COUNCIL MEETING ON FORENSIC PATHOLOGY OFFICERS****REPORT 07 OF 2026****21 MAY 2026**

Parties to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) convened a special Council meeting on 20 May 2026 to discuss the following agenda item:

**FORENSIC PATHOLOGY OFFICERS (FPOS):****AMENDMENT OF RESOLUTION 2 OF 2010 – OSD FOR THERAPEUTIC, DIAGNOSTIC AND ALLIED PROFESSIONALS**

The agenda item on Forensic Pathology Officers in the Public Health and Social Development Sectoral Bargaining Council has been a long-standing issue on the agenda of the Council.

Parties to the PHSDSBC at the time subsequently signed, Resolution 2 of 2010, which was intended to introduce an Occupational Specific Dispensation (OSD) remuneration model and career progression for therapeutic, diagnostic and related allied health professionals.

Since the signing of Resolution 2 of 2010, FPOs have been marred

with significant challenges, especially the creation of disparities amongst FPOs, that has been evident throughout the different provincial departments of health.

FPOs have over the years, been subjected to a downward spiral in terms of their salary structures, lack of career progression, and several other discrepancies.

As early as the year 2018, organised labour in the PHSDSBC had demanded the review of Resolution 2 of 2010 due to the ever-increasing discrepancies and inconsistencies applied by the different provinces, with the employer not coming to the party in terms of reviewing the said collective agreement.

The agenda item has since been reintroduced by organised labour in the PHSDSBC, with a stern demand that the National Department of Health (NDoH) should remove FPOs from the OSD model, furthermore, that the Employer – NDoH pay FPOs an increased dissection allowance (special allowance for FPOs) from R594 to R5000 pending the finalisation of a sustainable model

for FPOs regarding their career pathing and progression.

Parties undertook a Council facilitation process in March 2026 in attempting to reach a consensus regarding the myriad issues affecting FPOs, without any success.

In a special Council meeting dated 20 May 2026, the matter of FPOs was further tabled for discussion by parties to the PHSDSBC.

Organised labour tabled a draft amendment of the PHSDSBC Resolution 2 of 2010, reiterating the removal of FPOs from OSD and to further demand the payment of a R5000 special dissection allowance to FPOs pending the conclusion of a sustainable career model for FPOs.

The tabled draft agreement further allows for the inclusion of a clause (clause 4.4 of the draft amended collective agreement to be negotiated by parties to the Council) to allow for the Employer to be afforded time until 15 July 2026 in order to respond to the issues surrounding FPOs as contained in the draft agreement.

**HOSPERSA OFFICES**

**Eastern Cape** (043-722-3776)  
**KwaZulu-Natal** (033-342-6847)  
**Northern Cape** (053-842-2001)

**Free State** (051-448-4659)  
**Limpopo** (015-295-3272)  
**North-West** (018-462-3692)

**Gauteng** (011-791-2243)  
**Mpumalanga** (013-752-6199)  
**Western Cape** (021-591-9283)

The Employer noted the tabled draft amendment, and committed to revert to organised labour in a special Council meeting to be held on 09 June 2026, in responding to the tabled draft agreement itself, but also to also respond to the demand by organised labour of a R5000 special dissecting allowance to FPOs, pending the conclusion of the impending sustainable model to allow for proper career progression for all FPOs.

HOSPERSA implores on the Employer to urgently address the long-standing concerns of FPOs in the Department of Health and ensure consistency throughout different provinces in addressing the concerns of our members.

HOSPERSA, furthermore understands the frustration of our FPO members, the increased struggles they have endured over the years. We equally implore that calm should be restored, whilst we afford the Employer to respond to our demands by 09 June 2026.

HOSPERSA further commits to updating members on any developments regarding the FPO matter.

+++++



### Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R7 000** for principal members after 6 months of membership

**Professional legal assistance** for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures, and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

**General Meetings** with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

### HOSPERSA OFFICES

**Eastern Cape** (043-722-3776)  
**KwaZulu-Natal** (033-342-6847)  
**Northern Cape** (053-842-2001)

**Free State** (051-448-4659)  
**Limpopo** (015-295-3272)  
**North-West** (018-462-3692)

**Gauteng** (011-791-2243)  
**Mpumalanga** (013-752-6199)  
**Western Cape** (021-591-9283)