



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

FPO'S TASK TEAM MEETING REPORT

MEETING DATE: 18 SEPTEMBER 2026

VENUE: ZOOM

MEETING CHAIRED BY: MS MASEDI LONKOKILE (ACTING-CHAIRPERSON)

PRELIMINARY REPORT

PURPOSE OF THE REPORT

1. This report provides a comprehensive account of the FPO's Task Team meeting convened on 18 September 2026, virtually, from 09h00 until 12h45.
2. The primary purpose of the Task Team meeting was to consider and deliberate on both Labour and Employer's draft agreement proposing the removal of FPOs from the OSD.
3. The meeting provided the parties with an opportunity to engage on the substance and implications of the proposal, consider the respective positions of Labour and the Employer, and identify areas requiring further consideration or clarification.
4. The engagement was intended to facilitate constructive discussions towards reaching common ground and determining an appropriate way forward on the proposed removal of FPOs from the OSD.
5. In the absence of the Office Bearers, the meeting was presided over by Ms Masedi Lonkokile, Acting-Chairperson whose role was to guide the parties towards addressing the outstanding issues and facilitate progress towards a mutually acceptable resolution.

CREDENTIALS, APOLOGIES AND ADOPTION OF THE AGENDA

6. The credentials and apologies of the parties are reflected in **Annexure 1**.
7. The Task Team moved and adopted the agenda without changes.

FINAL DRAFT AGREEMENT

8. The Task Team members concluded on the draft agreement to amend Resolution 2 of 2010 to remove FPOs from the OSD and set out transitional arrangements.
See Attached Annexure 1.
9. The draft agreement included the following key provisions:
 - 9.1. All FPOs will be taken out of the OSD salary structure and be placed on the Public Service salary levels/scales applicable to administrative personnel with effect from 1 July 2026.
 - 9.2. The process mentioned above will remain in place until the parties in council finalise the development and implementation of a professionalisation model for this category of workers as envisaged in clause 4.5.2 of Resolution 4 of 2017.
 - 9.3. The translation of FPOs from the OSD to the standard Public Service salary/scales structure shall not result in any employee receiving a salary lower than the salary or benefits applicable immediately prior to the translation.
 - 9.4. Upon removal from OSD, All FPOs shall be translated to an equivalent normal Public Service Level/scales and salary notch, in the event that there will be those who will be in between two applicable Public Service Notches, such employees shall be translated to the next applicable Notch. If an employee during translation finds himself/herself at a higher notch of than appropriate salary scale/structure, he/she will be translated to a Personal Notch in accordance with Public Service prescripts.
 - 9.5. The Employer shall ensure that the translation protects the salary and benefits of each affected FPO and that no employee is financially disadvantaged as a direct result of the removal from the OSD.
 - 9.6. The Performance Management Cycle of FPOs will be with effect from 01 April to 31 March. This ensures that FPOs continue to receive annual pay progression even after being removed from OSD.

- 9.7. Parties agree that the task team will conclude the process of matching and placing of the FPOS from OSD to standard Public Service salary structure within three (3) months from the date the agreement enjoys majority signature.
- 9.8. The implementation will be back dated to 01 July 2026.
- 9.9. Parties agree that FPOs will be subjected to all relevant Public Service prescripts under non OSD salary scales/structures.

WAY FORWARD

10. The draft agreement will be presented before the Council meeting scheduled for 29 September 2026.
11. The Council will pronounce on the lifespan of the Task Team.

CLOSURE AND ADJOURNMENT

12. The Acting-Chairperson thanked participants, closed the meeting at 12h45.

Mr Mpumelelo Sibiyi
PHSDSBC: General Secretary
21 September 2026