

PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL MEMBER UPDATE FORENSIC PATHOLOGY OFFICERS

REPORT 14 OF 2026

This report is intended to provide members with an update on matters concerning Forensic Pathology Officers (FPOs) in the sector:

SALARY DISPARITIES: FORENSIC PATHOLOGY MANAGERS

- To date, parties to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) have not finalised the matter.
- A further update is expected to be provided by the Employer in the Council meeting scheduled for 29 September 2026.
- Members will be updated accordingly once the Employer provides feedback at the scheduled Council meeting.

Amendment to the PHSDSBC Resolution 2 of 2010

- Organised labour previously raised concerns regarding the Employer's failure to finalise a sustainable model for FPOs that addresses their career pathing and progression.
- Following the facilitation process in April 2026, organised labour tabled a draft amendment agreement to remove FPOs from the current Occupation-Specific Dispensation (OSD) model.

- The Employer acceded to the demand, and a Council task team was established to engage on the draft agreement tabled by organised labour.
- The task team finalised its work and presented the draft agreement to the labour caucus that was convened on 21 September 2026. **See attached Report Annexure 1.**
- The draft agreement is expected to be presented in the scheduled Council meeting of 29 September 2026.
- The amended collective agreement will come into force only once it has received majority support through signatures.
- Having participated in the process to remove FPOs from the OSD model, HOSPERSA believes that the amendment of PHSDSBC Resolution 2 of 2010 is a step in the right direction, particularly because it will help ensure that our members are no longer disadvantaged the OSD model.
- Our immediate focus is to enable members to progress in their careers in terms of public service prescripts. Once that process has been finalised, parties to the PHSDSBC will engage in a further process to ensure that FPOs are professionalised.

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)
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23 SEPTEMBER 2026

- A further update will be provided to members post the Council meeting scheduled for 29 September 2026.

PROFESSIONALISATION OF FORENSIC PATHOLOGY OFFICERS:

- The Employer indicated that discussions regarding the professionalisation of Forensic Pathology Officers (FPOs) began in 2015 and covered training and the registration of FPOs with the HPCSA.
- During the recent facilitation process at the PHSDSBC, organised labour further demanded that the Employer table a presentation via the National Department of Health (NDoH) on the professionalisation plan for FPOs.
- This demand by organised labour arose due to the many career-pathing challenges experienced by FPOs over the years and the challenges associated with implementing PHSDSBC Resolution 4 of 2017.
- The Employer acceded to providing a presentation in a special Council meeting.
- Parties still await a date from the Employer for that special Council

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meeting at which an NDoH technical expert will present on the matter and enable parties to begin engaging.

HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (HPCSA) REGISTRATION POSITION

- The Employer further indicated that the registration processes at the level of the HPCSA were currently active.
- The HPCSA provided a presentation to parties to the Council on the matter. **See attached Annexure 2.**
- Organised labour has repeatedly raised concerns about the HPCSA's continued registration of FPOs while they have not yet been professionalised in accordance with PHSDSBC Resolution 4 of 2017.
- Organised labour further demanded to be part of the planned road shows by the HPCSA.
- The HPCSA has agreed that organised labour participate in the planned roadshows.
- The HPCSA further agreed to disseminate the roadshow schedule once it was ready.
- Organised labour has further demanded representation on the HPCSA task team as a stakeholder to help ensure that members' interests are protected.
- Progress on the matter will be provided to members post the Council meeting of 29 September 2026.



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.

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