

## PHSDSBC REPORT 2 OF 2018

19 MARCH 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 15 March 2018 to discuss the strike of Forensic Pathology Officers (FPO's).

The employer reported that FPO's are on strike demanding to be paid a dissecting allowance. The employer further stated that this allowance is being paid using a different code on salary slips. The second reason why FPO's are on strike is because they demand training as per Resolution 4 of 2017 (Agreement on Payment of a Special Allowance and Danger Allowance). The employer also mentioned that FPO's prefer to deal with their matters outside of the available system such as PHSDSBC and are being represented by a lawyer.

Whenever FPO's feel that Resolution 4 of 2017 is not being interpreted or implemented correctly they must refer disputes to PHSDSBC. Furthermore, if FPO's are not being trained they must refer unfair labour practice disputes to PHSDSBC.

The employer proposed that Council do a media briefing on the status of the collective agreement and to pursue a mediation / facilitation process.

We wanted to know from the employer the status of the agreement as timeframes have lapsed to register FPO's with a statutory body as professionals, to have career pathing and job evaluation. We also wanted the employer to furnish

us with a progress report on all the issues that are in Resolution 4 of 2017. We asked the employer to clarify what it means when it says that FPO's are represented by a lawyer. We further wanted to know from the employer what it means when it says Council must pursue the mediation / facilitation process and with whom must the process be with. We informed the employer outright that we will not form part of the media briefing that it is proposing.

The employer's response on the status of the agreement was that the FPO's are receiving the special allowance and danger allowance. With regards to registering FPO's with a statutory body as professionals, to have career pathing and job evaluation, the employer indicated that a registrar has been identified and recommendations are with the minister. The employer further explained that FPO's belong to unions and not to a lawyer who is writing letters to Provincial Health Departments. On the issue of mediation / facilitation the employer indicated that the PHSDSBC can assist in arranging a mediator / facilitator to conduct this process with the FPO's. The employer also proposed that parties to Council visit the affected provinces to meeting with the FPO's.

We indicated that we do not have the report with recommendations to the minister on the identified registrar and we demanded that report. We also wanted to know where is the sustainable model mentioned in Resolution 4 of 2017.

We proposed another special Council meeting to deal with this issue and demanded that the employer provide us with a written report for further engagement.

The employer promised to provide the report before the next Council meeting.

The secretariat mentioned that this issue is urgent thus there is a need to have a mediation / facilitation process in the affected provinces. The secretariat also proposed that we run a parallel process with three teams going to the affected provinces as soon as next week.

We will keep members updated on any developments.

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All updates and newsletters are also placed on our website ([www.hospersa.co.za](http://www.hospersa.co.za))

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

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