

## PHSDSBC REPORT 4 OF 2018

02 MAY 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a Council meeting on 26 April 2018 to discuss the following:

### **The PHSDSBC Resolution 4 of 2017: Agreement on the Payment of a Special Allowance and Danger Allowance**

The employer reported that Forensic Pathology Officers' (FPO's) translation from Occupational Specific Dispensation (OSD) in Gauteng is a work in progress. We indicated to the employer that its report on this matter cannot be work in progress. We demanded that the employer give us an appropriate report.

The employer indicated that it has tabled a draft agreement and has written a letter to Gauteng Department of Health to deal with the matter of FPO's translation from OSD. We indicated that the employer did not table a draft agreement but it was only circulated. The employer then officially tabled the draft agreement.

We pointed out to the employer that this draft agreement does not have an implementation date. We further indicated that the draft agreement is not a sustainable model as agreed on PHSDSBC Resolution 4 of 2017. We proposed that there should be a negotiation process and a timetable to deal with this matter.

### **Proposed Model on Rural Allowance for eligible Social Service Professionals and Occupations**

The employer indicated that it is finalizing its mandating processes and will formally table a draft agreement. We informed the employer that it said the same thing in the last meeting. We demanded timeframes and progress in this matter. The employer

then informed us that it has met with the treasurer and is consolidating the number of employees who have to be paid. We demanded that the employer circulate the draft agreement before the next Council meeting.

### **Amendment of the OSD for Social Service Professionals and Occupations**

The employer informed us that in the last meeting we indicated that we reserve our rights on this matter. We told the employer that we have not declared a dispute thus the employer must respond on the progress of this matter. The employer indicated that it is currently trying to secure funds and will then table a draft agreement.

### **Rural Allowance for Public Health Professionals (Resolution 2 of 2004)**

In the previous Council meeting parties agreed on a draft timetable to start negotiations on this matter. In this meeting parties agreed to change the date as per the timetable so to accommodate parties who have other commitments, specifically the Public Service Coordinating Bargaining Council (PSCBC) wage negotiations.

### **Occupation Specific Performance Management Development System (PMDS)**

The employer will finalise the monitoring tool to be implemented on 1 April 2019.

### **Request for the Establishment of the Department of Social Development Sector Bargaining Chamber**

The employer tabled this matter requesting that the National and Provincial Chambers for Department of Social Development and Department of Health be separated so parties can be

able to deal with the matters of these departments separately. We noted that the matter and indicated that we will reflect on this matter. We will then engage the employer further in the next meeting.

### **Participation of the PHSDSBC in the ongoing Essential Services Committee**

The Secretariat reported that the workshops are going well and the employer proposed that parties to Council must join the remaining workshops. We informed the Secretariat that the issue of Essential Services Committee is being dealt with by the PSCBC. We indicated that this process is trying to take the right of employees to strike. We demanded that this process be stopped immediately as it is placing collective bargaining under attack.

### **Averaging of Working Hours for Health Professionals; Subscription of Professional Membership for Nurses**

We indicated to the employer that we will not engage it on these two matters until we have draft agreements tabled by the employer.

### **Draft Policy Framework and Strategy for Ward Based Primary Healthcare and Outreach Team**

The employer presented the draft policy and we requested to have a special Council meeting to engage the employer further on these matter.

We will keep you informed on any further developments.

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

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