



## PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)

### REPORT NO 5 OF 2019

08 APRIL 2019

WE can report that the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 28 March 2019 and the following matters were discussed:

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

The Council has established a task team to deal with the outstanding matters relating to this resolution. The outstanding matters are:

- Development of a sustainable model for Forensic Pathology Officer's (FPOs);
- Provide ongoing counseling and debriefing services to FPOs;
- FPOs registration with a statutory body as professional; and
- Training and development of the FPOs.

The task team had not prepared a report to present to Council. Labour raised a concern that this matter has been dragging for too long and proposed that the matter should be brought back to Council for negotiation.

Due to the fact that the meeting started late and that there were three (3) presentations by the employer from the Department of Social Development (DSD), the following matters were deferred to the next Council:

1. Standardization of the remuneration and conditions of services for Community Health Workers in the Department of Health (DoH);

2. Amendment to revised non-pensionable recruitment allowance referred to as rural allowance;
3. Review of danger allowance;
4. Introduction of childcare facilities in the DoH and DSD;
5. Request for the establishment of the Social Development Bargaining Council and Chambers;
6. Averaging of working hours for health professionals; and
7. Health and safety in hospital premises.

#### **Review of Uniform Allowance in the Public Sector**

Labour proposed that since the review of the uniform allowance is only for Nurses, that Council deals with the provision of uniform for other categories of staff in the DoH and DSD separately in the next Council meeting.

Labour then presented a draft proposal on the review of Nurses uniform.

The employer noted the draft and promised to revert back with responses in the next Council meeting.

#### **Application for Discretionary Grant for Training**

The General Secretary (GS) of the PHSDSBC reported that the matter is still pending. He has not yet received a response on this matter from the SETA.

#### **Organisational Rights Agreement**

Parties agreed that a special Council meeting be arranged for 3 April 2019 to

deal with this issue because parties are still far from reaching an agreement.

The main point that needs to be addressed is the number of shop stewards that unions will be entitled to.

#### **Department of Social Development Presentations**

The employer made presentations on the following matters:

1. Standardization of remuneration for Community Care Givers in the DSD;
2. Amendment of clause 4.11 and 4.12 of the PHSDSBC Resolution 2 of 2017 (Framework agreement on payment of Rural Allowance and Amendment of OSD for Social Services Professionals and Occupations; and
3. Professionalization of Community Development Practitioners

Labour noted the presentations and will discuss them in the next Council meeting after consulting on the contents of these presentations.

We will keep members up to date with any developments.

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