

PHSDSBC REPORT 5 OF 2017

8 June 2017

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 25 May 2017 to engage on the following matters:

Danger Allowance for Forensic Pathology Officers: In the previous meeting, we placed an item on the agenda seeking the redress of danger allowance for Forensic Pathology Officers. When these officers were transferred from the South African Police Services (SAPS) in 2006 to the Department of Health, the danger allowances were subsequently stopped. We demanded the reinstatement of the allowance. A draft agreement on the payment of danger allowance for Forensic Pathology Officers was presented to the employer.

At this meeting, the employer has responded by asking for more time to study the draft and analyse its cost implications. The employer advised that it will respond in the next Council meeting.

Misappropriation of Forensic Pathology Officers: On 27 February 2017, Hospersa made a presentation regarding the additional duties performed by Forensic Pathology Officers (FPO's), over and above their scope of work. This includes the conducting of certain post-mortem processes that should be done by trained Forensic Pathologists.

To date, the employer has indicated that it has noted inconsistencies with

the Conditions of Service of FPO's. These include salary disparities, non-appearance of FPO's on some province's post establishments as well as the lack of job descriptions.

The employer has indicated it will table its preliminary report at the next special Council meeting.

Review of the PHSDSBC Resolution 2 of 2010 (Agreement on Occupational Specific Dispensation (OSD) for Therapeutic, Diagnostic and related Allied Health Professionals)

As previously reported, we tabled this matter about the implementation of the Resolution regarding the Forensic Pathology Officers (FPOs) so it can be reviewed. During the implementation FPOs were completely disadvantaged and prejudiced as salary levels were reduced to two salary grades 1 and 2, and as a result FPOs were not eligible for pay and grade progression. Furthermore the salary grades were lower than the salary levels and the career pathing was collapsed.

We demanded that the employer provide us with a situational analysis report pre-OSD and post-OSD and the number of affected employees.

The employer is still busy with the report and will present it to Council in early June.

The other items sitting at Council include:

Review of Danger Allowance in the Public Service: As it was previously reported, the Collective Bargaining Committee is still deliberating on this matter and members will be kept informed as new developments arise.

Occupation Specific Dispensation PMDS: As it was previously reported, the employer presented a progress report on the Community Development Practitioners' customized Performance Management Development System (PMDS) and the piloting project. The employer had advised that it is finalizing the pilot project and that it will first provide training. We requested the employer to provide us with the number of participants required by 19 May 2017 so we can submit names of those who could be trained.

Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of Resolution 1 of 2009 (OSD for Social Services Professions and Occupations): As it was previously reported, Chambers requested an extension for submission of reports due to the industrial action that took place in the Department of Social Development.

We will keep members posted on 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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