

## PHSDSBC REPORT 6 OF 2017

20 June 2017

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 15 June 2017 to engage on the following matters:

### **Amendment of the Constitution of PHSDSBC; clauses 7.1 and 7.2 – Admission of trade unions to Council**

It was previously reported that one of the trade unions has served Council with a letter opposing the agreement to increase the admission of trade unions to Council. Parties then agreed that Council should consult its lawyers regarding the letter. Council consulted the lawyers who picked up that the wording of the signed agreement is incorrect and proposed amendments. These proposed amendments were made by Council; a new agreement was drafted and presented to parties who agreed to sign it.

### **Forensic Pathology Officers**

In the previous meeting we demanded that the employer present us with a detailed situational analysis report regarding the Forensic Pathology Officers (FPOs) in the institutions. The employer made a presentation on the status of before and after the FPOs were transferred from South African Police Services to Department of Health. The presentation was broken down by provinces; the information presented was only verified for four (4) provinces. We asked clarity seeking questions about the information presented. The employer also mentioned that the information presented does not include employees who are doing the work of FPOs. We

rejected the report as it does not help and demanded to be furnished with a situational analysis report that includes employees who do the work of FPOs by 21 June 2017.

### **Misappropriation of Forensic Pathology Officers**

Employer reported that it was busy discussing and drawing up job descriptions of FPOs. We told the employer that the FPOs will continue not performing functions that are not on their job descriptions as this is illegal. We proposed that FPOs be recognized for the work they have been doing in terms of Recognition of Prior Learning as a long term solution. We also proposed that in the interim the employer must ensure that FPOs work under supervision and be paid a special allowance for the extra work that they are doing. Employer responded by saying it will take the proposals to its principals for a mandate.

### **Danger Allowance for Forensic Pathology Officers**

Employer pointed out that it is amendable to the payment of danger allowance and will seek mandate on the matter. We proposed that danger allowance be re-introduced with effect from 1 April 2017 and a once-off payment of six (6) months be paid to affected employees. We also proposed that employees who do the work of FPOs be included on the first proposal. Employer informed us that it will pronounce on the proposals early on 4 or 5 July 2017.

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

Employer indicated that it is still seeking mandate for our proposed amendments of this agreement. We proposed that additional categories need to be added and demanded that the employer provide us with a situational analysis report. Employer proposed that a task team be established to deal with this matter and will provide a situational analysis report on 4 or 5 July 2017.

We will keep members posted on developments.

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

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