



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC)

REPORT NO 9 OF 2019

12 SEPTEMBER 2019

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

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

In this meeting, the employer was supposed to present a report on the following:

- A training plan for the Forensic Pathology Officers (FPOs);
- Progress report on the debriefing process for the FPOs;
- Bench marking process; and
- Career pathing model.

The employer advised that the report is not yet ready. We explained to the employer the frustrations that our members are experiencing in their rendering of this important service and that as labour, we can no longer accept these delays. Labour declared a dispute on the matter.

Standardisation on Remuneration and Conditions of Services for Community Health Workers in the Department of Health

The employer was supposed to give a status report regarding compliance with the agreement, but was not ready with the report. The Department of Social Development (DSD) was also not ready to sign the agreement for Community Health Workers falling within its department. The employer reported that the matter has been referred to Department of National Treasury for costing and approval and that it is awaiting a response.

We gave the employer until 4 September 2019 to circulate such a report. Failure to do so will mean that we are in dispute.

Review of Danger Allowance in the Public Service

The matter was discussed in Council. Labour identified additional categories of staff to be added to the list of staff already benefiting from this allowance. The employer did not agree with the list. Consensus could not be reached on this matter and it was escalated to the Public Service Coordinating Bargaining Council (PSCBC) to guide Council on this matter, as this is a PSCBC agreement. PSCBC has not yet pronounced on this matter.

Review of Uniform Allowance in the Public Service

The matter is still with the Collective Bargaining Committee. The committee will report in the next Council meeting.

Reintroduction of Childcare and Breastfeeding Facilities for Lactating Mothers employed in the Public Health and Social Development Sector

In the previous meeting, the employer from the Department of Health (DoH) reported it has obtained a mandate to sign the agreement. The employer from the DSD reported it is still sourcing a mandate on this matter. In this meeting, the DSD reported that it has yet to obtain a mandate.

We expressed our displeasure and declared a dispute on this matter.

Continuous Professional Development (CPD) for Emergency Medical Services (EMS) Personnel

In the previous meeting, the employer gave a report that it is not aware of EMS

personnel that have to travel far to attend training to collect CPD points, and would like labour (Hospersa) to provide specific incidences of such practices for the employer to follow up.

Averaging of Working Hours for Health Professional

This matter was placed on the agenda by the employer. We refused to engage on this matter, as it will disadvantage our members.

Health and Safety in Hospital Premises

This matter was placed on the agenda by another union. Labour jointly requested that this matter be deferred to the next Council meeting, as it does not include all Occupational Health and Safety (OHS) challenges.

Amendments to the following Resolutions

- Resolution 1 of 2019: Agreement on Organisational Rights within the Public Health and Social Development Sector;
- Resolution 2 of 2018: Agreement on Payment of Annual Statutory Registration Fees in Respect of Health and Social Development Professionals.

These two agreements have been discussed and consensus was reached and signed by the employer. The documents will be circulated to the unions for signatures.

We will keep members up to date on developments.

+++++

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

PROVINCIAL HOSPERSA OFFICES

Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)