

PHSDSBC REPORT 9 OF 2018

9 JULY 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 5 July 2018.

The following matters were discussed:

Re-grading of Social Auxiliary Workers (SAW)

The employer tabled a draft agreement which seeks to implement retrospective re-grading and payment of SAW who were employed between 1 April 2007 to 31 March 2008 and were still in service on 1 April 2008 on salary level 4 to salary level 5. We wanted to know if the employer will retrospectively back pay the SAW from 1 April 2007 to 31 March 2018. The employer indicated that it will pay retrospectively.

We also wanted to know if the new SAW entry salary level will be as per the draft agreement. The employer indicated that the new SAW will be employed as per the draft agreement. We demanded that the employer include SAW who do not work for the Department of Social Development into the draft agreement.

We indicated to the employer that we need to seek a mandate from our members.

Standardisation of Subscription for Health Professionals

The employer tabled a draft agreement on payment of annual statutory registration fees for professionals in the health and social development. We suggested the following changes:

-the inclusion of a clause that will hold the employer liable in case the fees are not paid to the professional bodies on time.

- a clause in the agreement to include all professionals who have to register with professional bodies.

The employer proposed the establishment of a task team to work on the draft agreement to include all the proposed clauses.

Breastfeeding Facilities for Lactating Mothers Employed in the Department of Health

This matter was placed on the agenda by Hospersa. The employer tabled a revised draft agreement. We wanted the implementation date to be earlier than 31 December 2018. However the employer indicated that it still needs more time to ensure that all facilities are ready to roll out this process. We then requested the employer to provide us with a progress report by September 2018 to make sure that it has developed policies for the facilities. The employer agreed to the request.

We will keep members up to date with any developments.



Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R4 392** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts.

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

PROVINCIAL HOSPERSA OFFICES

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