



**HEALTH AND OTHER SERVICE PERSONNEL
TRADE UNION OF SOUTH AFRICA**

COLLECTIVE BARGAINING

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IMPLEMENTATION OF VARIOUS OCCUPATIONAL DISPENSATIONS POST COST OF LIVING ALLOWANCE (COLA)

- 1.) Following the implementation of the Annual Cost of Living Allowance (General Salary Adjustment 01 July 2009) Departments, both Provincial and National are now in a process to implement the various OSD agreements.
- 2.) In this regard Collective Bargaining wishes to point out the following:
 - 2.1. All employees covered by OSD received the COLA on their notch on 30 June 2009.
 - 2.2. Medical cluster received 5% once of bonus on 30 June 2009 notch.
 - 2.3. OSD is now being implemented with effect from 01 July 2009 (with exception of Social Services Professionals which is 01 April 2008) by translating the 30 June 2009 notches into OSD notches as from 01 July 2009. The “new” OSD notch will include COLA as per DPSA Circular 3 of 2009. Adjustments between COLA on 30 June 2009 and COLA on OSD will be made where applicable.
 - 2.4. With regard to Social Services Professionals all adjustments such as Annual Salary, Pay progression etc. since 01 April 2008 will be effected up to 30 June 2009 in order to pay COLA on correct notch. Adjustments will be made where applicable.
 - 2.5. It could happen that in the Medical Cluster certain employees did not receive the once of 5% bonus. Reasons for this could be:
 - Wrong notch advised on Persal
 - Job title incorrect
 - Post code incorrectly advised

In such cases Persal would print an exception/reject report indicating the reason for non payment. Where such scenario occurs the relevant employee(s) should with assistance from the Provincial LRO take the matter up with Institutional HR in order to ascertain if he/she appears on the list and what is being done to rectify the matter.

- 2.6. From Collective Bargaining research it does appear as if in certain Provinces DPSA Circular 2 of 2009, Revised Salary Structure and Salary Progression Model for employees not covered by an OSD applied this to OSD employees. Should this have happened the necessary adjustments will have to be effected on Persal before implementation of OSD.
3. Arbitration Award + Matrix: Nurses OSD. Without being overly critical of Provinces efforts to assist members in bringing individual cases to conclusion it does appear as if problems are still being experienced in this regards. The matrix attached to the award addresses specific scenarios and gives guidance and resolutions to these scenarios. Provinces are thus advised to; where members still experience problems to rectify/conclude their specific translation, assist the member(s) by taking up the matter in line with the matrix, with Institutional HR. Only in cases where agreement on implementation/translation can not be reached the dispute route should be followed.
4. I trust that this communication will assist Provinces to be on top of OSD's.

Hans Murray: National Researcher