



HEALTH AND OTHER SERVICE PERSONNEL
TRADE UNION OF SOUTH AFRICA

THE PUBLIC SECTOR SUMMIT

HOSPERSA attended the Public Service Summit at the Inkosi Albert Luthuli Convention Centre in Durban from the 11th to the 13th of March 2010. HOSPERSA delegation consisted of the President, the National treasurer, the Vice President Structures, the General Secretary, the AGS – Collective Bargaining, The AGS – Education and Gender, the National Researcher, the NCBC and the secretariat support from the General Secretary's Office.

The Summit arose from the PSCBC Resolution 1 of 2007 were parties to the PSCBC agreed to host a Summit to discuss the following areas;

- Resourcing the public service
- Outsourcing and agentization
- Performance and productivity in the public service
- Work environment
- Minimum wage

Subsequent to the summit, the parties to council further agreed to;

1. Extend the terms of the summit to include remuneration policy, strengthening collective bargaining, and focusing on health, education and the criminal justice cluster; and
2. Amend 'sector' to 'service' in clause 15 of resolution 1 of 2007 (PSCBC).

The Public Service Summit, consisting of parties to the PSCBC committed itself to the transformation of the Public Service, focusing discussion and resolutions in the following areas –

1. Providing quality service delivery through labour intensive resourcing
2. Outsourcing and agentisation in the public service
3. Building responsive and effective front line service offices in education, health and criminal justice cluster;
4. Introducing measures to utilize the public service to combat youth unemployment
5. Creating productive performance orientated public service'

NATIONAL OFFICE BEARERS
MG Selematsela (President); W Hoosen (National Treasurer); TJ Mogakabe; W Andrews; W de Beer (Vice Presidents);
N Desfontaines (General Secretary)

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6. Supporting measures to strengthen anti-corruption legislation and initiatives
7. Remuneration policy and'
8. Reaffirming a commitment to strengthen the public service collective bargaining

Further, the parties to the summit aim to promote a public service capable of meeting the aims and objectives of a democratic developmental state, which include;

1. Being people orientated and people driven;
2. Creating a national vision, and mobilizing society behind this vision
3. Striving for a new and sustainable development growth path;
4. Restructuring the economy and striving for socio economic inclusion
5. Striving to achieve universal access to quality public service, decent jobs, food security and decent housing;
6. Strengthening of participatory democracy, and
7. A strong state that decisively intervenes in the economy to redistribute resources.

In supporting the implementation of this vision of a developmental public service which is –

1. Deeply concerned with the developmental challenges and the plight of communities that they serve and which is committed to fighting poverty, disease, corruption, inequality and unemployment;
2. Adequately staffed by skilled , capable and caring public servants;
3. Anchored in a workable partnership amongst government, organised labour and the citizen of South Africa
4. Providing services to the citizens in a dignified manner, as outlined in the Batho Pele Principle

A summary of some of the most important items discussed at the Summit with resolutions taken thereon is given hereunder;

1. A process of developing acceptable staffing norms and standards that are compatible to South Africa, considering benchmarking internationally, include;
 - Location
 - Socio-economic status
 - Size of the population
 - Burden of disease
2. The ten point plan of the Department of Health is endorsed.

Criminal Justice Cluster

Parties resolved to;

1. Recruiting, attracting and retention of skilled personnel agreed upon
2. To investigate the possibility to include volunteers in the formal employment in the public service

3. Specific training of police officials and volunteers responsible for taking of statements, should be prioritised, priority;
4. The decentralisation of the Forensic Laboratories such that there would be Forensic Unit in each province
5. Making more human and financial resources available to strengthen and improve the witness protection program, parole system, community re-integration system and restorative justice system
6. The integration of the Metro Police, traffic and SAPS under one National Commissioner of police is agreed.
7. That the employer complete the work on revising the Protection Disclosure Act (Act 26 of 200) also known as the Whistle Blowing Act, as a matter of urgency. This revision must take in to account the strengthening of the Act to protect whistle blowers from victimization of any kind. This work should be completed by 2011.

Fighting corruption

The parties agreed to intensify the campaign against and expose all forms of corruption such that public funds are all utilized to development. In this regard, the parties committed to support the establishment of a special unit to fight corruption.

Parties further resolve to fight corruption without fear or favour and reaffirm the following;

1. Tender process to be opened to public scrutiny
2. Effective disciplinary processes be consistently applied to both managers and the workers
3. To mobilise for new dedicated public servants committed to serve the people based on high standards of professional ethics and attributes and amongst others; which include integrity, honesty and hard work.

Outsourcing and Agentisation

Parties disagreed on the following issues;

1. Moratorium on the PPP (Public Private Partnership) in the form of outsourcing and concessions
2. Moratorium on the establishment of new agencies be implemented, and
3. Where appropriate, provincial departments should devolve administrative powers to institutions (such as hospitals) with the necessary budget allocated in order to eliminate the delays in the provincial departments. That these structures, while granted administrative autonomy would remain part of their respective provincial departments.

Parties hereby resolved that;

1. Review the impact of the existing outsourcing and agentisation practices. The review to take place within the PSCBC structures. The parties to the PSCBC will define the Terms of Reference for the review. The time frames for such review will be determined by the parties to the PSCBC on an urgent basis, and

2. Convene a Public Sector Summit, which will include the Municipalities, Agencies and State owned Enterprises envisaged to take place by 31 August 2010.

Work Environment

Noting that;

1. The issue of moonlighting by nurses need to highlighted as it threatens the live of patients and standards of service delivery
2. An in principle agreement to fully, resource schools, hospitals and similar State institutions technologically
3. Decentralisation of the procurement for the provisions of services at the local level (especially hospitals);
4. A decent job id a job with benefits. A conducive work place environment needs equal pay for jobs of equal value;
5. An action plan needs to be agreed to in order to absorb all temporary workers who are employed by government and its agencies in the true spirit to end casualization.
6. The process of right-sizing and down-grading must be stopped
7. Equal pay for equal work must be entrenched
8. Conducting of job evaluations to be centralised at DPSA
9. A practical human resource development plan to be implemented
10. An audit of infrastructure and resources need to undertaken (libraries, laboratories, etc) in order to deliver quality service.

Parties hereby resolved to;

1. Conduct health risk assessments
2. Create a single health information system for employees in the public service and guarantee the confidentiality thereof
3. Address the plight of women through child care facilities and provision of ECD.
4. Expand occupational health service
5. Explore the issue of the proposed Rail Accident Fund in other fora as it has implications broader than the work environment itself
6. Investigate and put plans in place to reduce all areas of overcrowding in government institutions, in particular – schools and prisons
7. Improve facilities and equipment to ensure both the physical and psychological well being and safety of employees
8. Improve the work environment for people with disabilities to make it fully accessible and user friendly
9. Recognise that the issue of public transport infrastructure impacts on the work environment.
10. To give effect to these resolution, parties further agreed to the following to be undertaken;
 - 10.1. Development of an overall work place environment development plan must be developed
 - 10.2. Implementation of the Employee Health and Wellness Strategic Frame work with joint steering committees between labour and government

- 10.3. Conducting an integrated health risk assessment;
- 10.4. Establishing child care support facilities with access to ECD at government departments
- 10.5. Supporting the National Health Insurance (NHI) and other social security schemes
- 10.6. Ensuring the consistent application of all relevant legislation is adhered to;
- 10.7. Conducting an audit of all funded and vacant posts and these posts to be filled as a matter of urgency; and
- 10.8. Tabling the issues of public transport infrastructure to NEDLAC

Strengthening Collective Bargaining

1. Centralised bargaining remains a key feature and need to be strengthened by aligning constitutions of the sectors to that of the PSCBC
2. The need for the alignment of the processes between budgeting and collective bargaining. Parties should consider concluding negotiations prior to the determination of the budget
3. The PSCBC must concretise a code of conduct and manual for procedure on negotiations and this must be observed by all parties
4. The DPSA must take responsibility to ensure implementation of resolutions by all departments and monitor compliance;
5. Capacity building programmes must be identified for party representatives to be trained and to enhance their skills
6. The summit of collective bargaining should be arranged to strengthen the PSCBC by giving the PSCBC the framework for collective bargaining
7. Parties should enter into a proper assessment and review of the current bargaining structure and develop new ones suitable for the contours of the Public Service