



HEALTH AND OTHER SERVICE PERSONNEL TRADE UNION OF SOUTH AFRICA

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REPORT ON THE SPECIAL PHSDSBC MEETING HELD 12-13 MAY 2009 TO DEAL WITH THE OSD FOR MEDICAL OFFICER, MEDICAL SPECIALIST, DENTAL SPECIALIST, PHARMACOLOGIST, PHARMACIST AND EMERGENCY PRACTITIONERS.

HOSPERSA and other unions raised serious concerns on the employer's proposal document.

The following concerns were raised:

- The proposed implementation date, which is 1 July 2009. (This is a deviation on PSCBC.Res.1 of 2007, in terms of sec.4.14.1.3 of this resolution the implementation date is 1 July 2008).
- The payment of the once-off gratuity as a compensation for the non-introduction of the OSD on 1 July 2009.
- The phasing in approach in the implementation of the OSD.
- The percentage increases are very low.
- Non recognition/consideration of certain EMS qualifications.
- Certain EMS qualifications to only be recognised in 2011.
- Recognition of experience to only be effected in 2011.
- The non inclusion of the Dental assistants.
- Pharmacists proposal- very little movement.

In responding to the concern of the implementation date, the employer included a phase zero that is to cover the period 1 July 2008 to 30 June 2009. In this phase the employer proposes to pay professionals covered by this agreement a once-off non-pensionable gratuity which will be calculated on a sliding scale according to the following bases:

- Personnel on salary levels 2 to 7: 7% of their annual basic pensionable salary as on 1 January 2009.
- Personnel on salary level 8: 5% of their basic annual pensionable salary as on 1 January 2009.
- Personnel on salary levels 9 and 10 :4% of their basic annual pensionable salary as on 1 January 2009.
- Personnel on salary levels 11 and higher: 2% of their basic pensionable salary as on 1 January 2009.

On the phasing-in approach, the employer said that this applies only to the Doctors and Dentist. This is motivated by the resource envelope. With the pharmacists and EMS it will be full implementation.

On the recognition of relevant experience, the employer maintained that this will only be effected on 1 April 2011.

On the Dental assistant's inclusion, the employer said that this category will be dealt with in the OSD for Allied professions (sec.4.14.1.4 of PSCBC Res.1of 2007) .

The employer presented an updated proposal document incorporating some of Labour's inputs. This is attached to this report.

The meeting has not yet discussed the translations and quantum as proposed by the employer, these are to be done in future meetings as the negotiations are still in progress

Please send in your mandates to assist the negotiation team in representing your views.

We have received proposals from some of our Doctors on the quantum, Doctors to please study this and send inputs.