



FOR SERVICE WORKER EMPOWERMENT

**UPDATE ON THE MEETINGS OF 08 AND 09 JUNE 2009 WITH THE MINISTER OF
DPSA AND THE PRINCIPALS RESPECTIVELY**

The meeting with the minister for DPSA took place at the Southern Sun OR Tambo Hotel. It was held between FEDUSA and the Independent Labour Caucus unions.

The discussions were centered on the failure by departments and provinces to implement the Occupational Specific Dispensation for Health Professionals and other Categories. The coming annual wage negotiation for the Public Service was also part of the discussion.

We stated to the minister as to whether proper planning and budgeting were well done by the employer before the OSDS were conceptualized with the intention to implement by the dates expressed in the PSCBC resolution 1 of 2007. The balance between the OSD as a remuneration structure and the non-existent of a proper remuneration policy was also a great concern from HOSPERSA.

The following challenges were also expressed by all labour parties;

- Problems at the OSD conceptual level

- Issues of personalities among negotiators
- The availability of fund / budget for the OSDS
- The departmentalisation of the OSD by departments instead of the categorisations per professional category.

The minister assured labour that money has never been the issue and therefore it could not be regarded as one of the stumbling blocks for the implementation of the OSDS, and they gave labour their commitment.

Way Forward

- there will be a workshop for the employer, labour principals and negotiators
- All the ODSS must be finalised by the end of June 2009
- The employer will present new offers for the medical cluster and the correctional services
- The remuneration policy will be taken forward in the coming public sector summit in September 2009

The Consolidated Labour Demands for Salaries and new Conditions of Service

As principal we set on the 09th of June 2009 and went through the document. There were new items added after the previous consolidation by some parties. We therefore instructed the technical task team to have a final sitting to make another recommendation and consolidation.

The principals will sit tomorrow the 11th June 2009 to finalize the document for submission to council by Friday the 12th of June 2009.

Thereafter, a schedule for negotiations will be compiled. People should also remember that the general annual salary negotiations will continue separately with the OSDS – they have been given equal decree of priority.
