



**REPORT NO. 4 OF 2015**

**Public Health & Social Development Sectoral Bargaining Council (PHSDSBC)  
Meeting – Held 4th December 2015**

The issues listed hereunder were discussed and a brief report is given of the discussion, indicating the decisions taken.

**1. AVERAGING OF WORKING HOURS**

The Employer would like to present a paper on the averaging of working hour. Council resolved that the Employer should table this in a workshop to be arranged, so that parties can fully engage on the matter.

**2. RURAL ALLOWANCE AND DANGER ALLOWANCE**

The review of these two allowances was supposed to have been negotiated during November. This did not happen due to a panelist workshop that took place. Labour emphasised the importance of these negotiations and urged council to prioritise the sitting of these sessions by early February 2016.

**3. REVIEW OF RES. 2 OF 2004 (OSD SOCIAL SERVICE PROFESSIONS)**

This Resolution will be dealt with together with the rural and danger allowances.

**4. BUDGET**

Council adopted the revised budget for the year 2016/17, and ratified the Gauteng Chamber resolution on the payment of the Performance Management Development System (PMDS) 2014/2015 cycle.