

This report deals with developments at the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) meeting held on 27 February 2017.

### **Draft Policy Framework and Strategy for Primary Healthcare Outreach Teams:**

The employer made a presentation on the draft policy. The draft policy amongst others, give effect to the National Development Plan 2030 on access to well-trained community healthcare worker for households. The policy looks at standardising the skills of all Community Health Workers across the country and as well as their stipends. We undertook to give inputs at the next meeting.

**Misappropriation of Forensic Pathology Officers:** Hospersa made a presentation regarding the additional duties performed by Forensic Pathology Officers, over and above their scope of work. This includes the conducting of certain post-mortem processes which should be done by trained Forensic Pathologists. The employer undertook to respond at the next meeting.

**Occupation Specific Dispensation (OSD) for Therapeutic, Diagnostic Allied Health Professionals:** We requested an investigation into the translation keys in the agreement, as the current agreement does not provide for career pathing for this category. The employer undertook to address the matter and provide feedback at the next meeting.

**Ratification of Collective Agreements from Chambers:** The

PHSDSBC ratified the following agreements:

1. Collective agreement on Special Leave for Employees in the National Department of Social Development.
2. Collective Agreement on the payment of PMDS 2015/16-Gauteng Department of Health.
3. Collective Agreement on payment of PMDS 2015/16-Gauteng Department of Social Development.

**Review of Danger Allowance:** This matter is still in process and will be discussed at the next meeting.

**Averaging of Working Hours:** This matter is still in process and will be discussed at the next meeting.

**Amendment to PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals and Occupations):** The employer reported that this issue is one of the matters under dispute. It was reported that the matter was currently at the level of arbitration and the Council will be provided with an update at the next meeting.

**Amendment of Constitution Clauses 7.1 and 7.2:** This matter is still in process and will be discussed at the next meeting.

**Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of Resolution 1 of 2009 (OSD for Social Services Professions and Occupations):** A report was given that all provincial

chambers have established task teams trained on the resolution, and that these teams will report back to Council by the end of March 2017.

**Review of Uniform Allowance in the Public Sector:** The employer reported that this matter is still with the Collective Bargaining Committee and that feedback will be provided at the next meeting.



### **10 Good Reasons to Join Hospersa**

1. Individual indemnity cover of up to **two million rand** per member
2. Death benefit of **R3 630** for principal members after 6 months of membership
3. **Professional legal assistance** for labour-related issues at the Bargaining Council / CCMA and Labour Court
4. Collective bargaining **negotiating salaries** and other substantive conditions of employment
5. Trained, democratically-elected **shop stewards**
6. Representation at **disciplinary hearings**, grievance procedures and incapacity processes
7. Representation on **various committees**, including Employment Equity and OHS
8. **General Meetings** with members
9. **Bilateral meetings with management**
10. Service provider benefits including **discounts on services** and stays at holiday resorts

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

### **PROVINCIAL HOSPERSA OFFICES**

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