

## PHSDSBC REPORT 3 OF 2017

12 May 2017

This report deals with developments at the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) meeting held on 11 May 2017.

**Review of Danger Allowance in the Public Service:** Secretariat reported that this matter is still deliberated by Collective Bargaining Committee.

**Occupation Specific Dispensation PMDS:** Employer indicated that it will respond in the next Council meeting. We were not happy about this response as we are of the view that the employer is working at a snail pace on this matter. We requested the employer to provide us with the number of participants required for the pilot project training by 19 May 2017 so we can submit the names of participants.

**Averaging of Working Hours:** This matter was removed from the agenda of Council as the employer is not ready to make a presentation. Parties agreed that the employer will table the matter when ready to make a presentation.

**Amendment of Constitution Clauses 7.1 and 7.2:** These clauses deal with the number of members a trade union is required to have in order to be admitted to Council. Trade unions in Council had to seek a mandate from its principals to increase the number of members from 10 000 to 30 000. We indicated to Council that majority of trade unions have obtained mandates to increase the number of members. We were then presented with an agreement to increase the numbers and Hospersa, PSA, Nehawu and Denosa signed the agreement with the

exception of Nupsaw. Nupsaw then presented parties with a correspondence from its lawyers opposing the increase. Parties agreed that Council should respond to the correspondence in consultation with Council's lawyers.

**Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of Resolution 1 of 2009 (OSD for Social Services Professions and Occupations):** Secretariat reported that Chambers requested an extension for submission of reports due the industrial action that took place in the Department of Social Development.

**Review of Uniform Allowance in the Public Health Sector:** The matter is still being deliberated by the Collective Bargaining Committee.

**Draft Policy Framework and Strategy Forward Based Primary Healthcare Outreach Team (2015/16 – 2018/19):** This matter is still in progress and will be discussed in the next meeting.

**Creation of Translation Keys: OSD for Therapeutic, Diagnostic Allied Health Professionals:** Employer reported that it is still waiting for guidance from Department of Public Service and Administration (DPSA).

**Misappropriation of Forensic Pathology Officers:** Employer informed us that it is still exploring mandating process on the matter as well as costing and consolidating the number of employees affected by the matter as some are not on the organogram of the department. We wanted to know how long is this

exercising going to take and employer requested 1 and half month. We refused and indicated that we are prepared to assist the employer with this exercise provided it is concluded within a month. We also wanted the employer to inform us what are the challenges that its facing so we can speed up the process. Parties agreed to further deal with this matter on 15 June 2017.

**Danger Allowance for Forensic Pathology Officers:** We tabled a draft agreement on the payment of danger allowance for Forensic Pathology Officers to the employer. Employer will study the draft agreement and come back to us. We proposed that this matter be dealt with in a Special Council next on the 15 May 2017 and the employer agreed.

**Review of the PHSDSBC Resolution 2 of 2010 (OSD for Therapeutic, Diagnostic and related Allied Health Professionals):** We tabled this matter about the implementation of the Resolution regarding the Forensic Pathology Officers (FPOs) so it can be reviewed. During the implementation FPOs were completely disadvantaged and prejudiced as salary levels were reduced to two salary grades 1 and 2 as a result FPOs were not eligible for pay and grade progression. Furthermore the salary grades were lower than the salary levels and the career pathing was collapsed.

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