

## PHSDSBC REPORT 3 OF 2018

29 MARCH 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 28 March 2018 to discuss the following:

**Amendment of Revised Non-Pensionable Recruitment Allowance Referred to as Rural Allowance;**  
**Draft Agreement on Uniform Provision for Health Professionals;**  
**Agreement on the Payment of Danger Allowance for Health Professionals;**  
**Resolution 1 of 2009 – OSD for Social Services Professional and Occupations; and**  
**Draft Resolution on Childcare and Breast-feeding Facilities for Lactating Mothers Employed in the Public Health and Social Development Sector**

The employer indicated that it is still soliciting mandates on all of the above matters. Furthermore the employer indicated that due to wage negotiations it cannot engage us on these matters as they all have a financial implication.

We stated that we were not happy with the response from the employer and further indicated that these matters have been tabled long before the wage negotiations.

The employer promised to provide us with a consolidated report before the Council meeting of 19 April 2018.

**Report of the Gauteng, Limpopo and KwaZulu-Natal Departments of Health Forensic Pathology Services Fact Finding Meetings**

Secretariat provided parties with a report which indicated that Forensic Pathology

Officers (FPO's) raised similar issues in the three provinces. FPO's are concerned about belonging to the Council as the Council is not able to conclude on any of their issues as per the Resolution 4 of 2017 (Agreement on Payment of a Special Allowance and Danger Allowance). The recommendation in the report is that parties need to move with speed in finalizing the issues of FPO's.

The employer made a presentation on the status of implementation in which the employer informed us that their FPO's will register with the Health Professional Council of South Africa (HPCSA). After the presentation we enquired when negotiations will start on the model. We also proposed that the employer table a draft agreement in order to fast track the process of negotiations. The employer indicated that it will table a draft agreement in the next Council meeting of 19 April 2018. We proposed that we get the draft agreement a week before the Council meeting to prepare ourselves.

The employer tabled a draft agreement to extend the timeframes of Resolution 4 of 2017 (Agreement on Payment of a Special Allowance and Danger Allowance). We indicated that we will express our views on the draft agreement after we have received an agreement that will be discussed on 19 April 2018.

**Professional Divers Permits (PDP) for Emergency Medical Services (EMS) Personnel**

We informed the employer that all EMS personnel nationally are required to be in possession of PDP to be able to carry out the duties as required by the National

Road Traffic Act, 93 of 1996. We further informed the employer that it has come to our attention that personnel who are stationed in call centres are also required to be in possession of PDP. We indicated that it is unnecessary for these personnel to be in possession of PDP as they do not operate ambulances. We demanded that the employer investigate this matter and to also share the cost of EMS personnel who have to obtain PDP.

The employer noted the matter and will respond in the next Council meeting.

**Continuous Professional Development (CPD) for EMS Personnel**

We reported that the EMS personnel are required to collect CPD points as a tool to remain and continue to be relevant in their field of operation. However the seminars that the EMS personnel have to attend to collect CPD points are conducted far from where they reside. We demanded that the employer identify and bring such seminars closer to the EMS personnel and establish such seminars specifically for EMS personnel.

The employer noted the matter and will respond in the next Council meeting.

We will keep you informed on any further developments.

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