

PHSDSBC REPORT 4 OF 2017

16 May 2017

THIS report deals with developments at the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) special meeting held on 15 May 2017. In this special meeting parties further engaged on the **Review of the PHSDSBC Resolution 2 of 2010 (Agreement on Occupational Specific Dispensation (OSD) for Therapeutic, Diagnostic and related Allied Health Professionals)** which was tabled on 11 May 2017.

We explained to the employer that when this agreement was signed in 2010 the implementation of the agreement left the Forensic Pathology Officers (FPOs) completely disadvantaged and prejudiced. Prior to 2010 the FPOs were on salary levels 5 and 6, whereas after the translation into grades 1 and 2, the FPOs found themselves earning a salary that was below salary levels 5 and 6.

We further pointed out that there was an inconsistency with the implementation of the agreement in the provinces where some provinces were paying FPOs salaries equivalent to salary levels 7 and 8. The implementation of this agreement also resulted in FPOs not being eligible for pay and grade progression while career pathing was collapsed.

We acknowledged that this matter is complex and proposed that the employer present us with a situational analysis from 2006 so we can have a bigger picture of what went wrong. We requested that the employer

make a presentation in the next special council meeting of 24 May 2017.

In response the employer also agreed that this matter is complicated and requested through the office of the General Secretariat of council to assist with the establishment of a task team. The task team will then visit the provinces to gather information, see how the agreement was implemented and also address the current problems.

We rejected the establishment of a task team as the employer is trying to take away its own responsibility. We demanded that the employer provide us with a situational analysis report pre – OSD and post – OSD and the number of affected employees by 24 May 2017. The employer indicated that it will try to meet the deadline but advised it will request an extension should it fail. We viewed this response as an indication that the employer is not committed to rectifying this problem.

The employer pointed out that it has raw information that it can share with us. We informed the employer to bring the raw information to the next council meeting on 24 May 2017 and prepare a detailed situational analysis report to be presented in early June 2017.

We will keep you posted on developments.

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