



## PHSDSBC REPORT 6 OF 2018

31 MAY 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 29 May 2018 and the following matters were discussed:

### The PHSDSBC Resolution 4 of 2017: Agreement on the Payment of a Special Allowance and Danger Allowance

We raised a number of concerns and wanted a structured process as a way forward to deal with the issues of the Forensic Pathology Officers (FPO's). We proposed that the employer adopt the Occupation Specific Dispensation (OSD) model when dealing with the issues of FPO's. We also requested that the employer provide us with an informed document on how it will deal with the issues of FPO's. We further requested that the document must have information on how the employer plans to upskill the FPO's. We proposed that the employer furnish us with the document on 5 June 2018 and set up a workshop for two (2) days to develop a sustainable model for FPO's on 12 and 13 June 2018. The employer requested to provide such information on 7 June 2018 and have the workshop on 14 and 15 June 2018. We agreed to the request of the employer. The employer further requested that we must also share our thoughts and ideas on what is expected on the two (2) day workshop.

### Standardisation of the Stipend and Conditions of Service for Community Health Workers in the Department of Health and Social Development

We told the employer that we need to fast track this process as it is urgent. We informed the employer that there is a policy which deals with the stipend in the one part and the other part that deals with the conditions of service and benefits. We therefore proposed that we have two (2) draft agreements that will be negotiated. The first draft agreement will deal with the issue of standardisation of the stipend and absorption of Community Health Workers on the PERSAL. The second draft agreement will deal with the issue of conditions of service and benefits which will be dealt with by the Public Service Coordinating Bargaining Council (PSCBC). The two (2) draft agreements will be tabled today (30 May 2018) by us. The employer did not agree to the second draft agreement, citing that these employees have a conditional contract and not conditions of service and benefits. The employer thereafter proposed that the Secretariat draft a concept paper in the place of a second draft agreement. We indicated that the policy deals with both the stipend and conditions of service and benefits. After persuading the employer it was agreed that we will draft two (2)

agreements which will be presented to the employer today for inputs.

We will keep you informed on any further developments.

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- 2) Death benefit of **R4 392** for principal members after 6 months of membership
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- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
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- 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).

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