

PHSDSBC REPORT 7 OF 2017

22 June 2017

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) met on 21 June 2017. The meeting was to discuss the employer's proposal and offer to resolve the challenges experienced by the Forensic Pathology Officers as discussed in previous reports.

In this meeting, the employer presented an offer that includes the following:

- **A Danger allowance** to the amount of R322.00 standard allowance per month to qualifying employees who operate within Forensic Pathology services and implement it with effect from 1 April 2017;
- To pay a **remedial once off amount of R4 800.00** (non-pensionable) for qualifying FPO's and other employees who were and/or are performing the same function;
- To provide for **appropriate protective clothing and uniform** to employees working within forensic pathology services on an annual basis;
- To provide **ongoing counseling and debriefing services** to

employees operating within the forensic pathology services; and

- To introduce a **special allowance to the amount of R400.00**, pending the finalization of the process entailed in clause 4.5.2 of the agreement, with effect from 27 April 2017.

Clause 4.5.2 of the agreement states that parties agree to negotiate and conclude a sustainable model to allow the FPO's to register with a statutory body as professionals, to have career pathing and job evaluation within six months after the agreement attains majority signature.

If an agreement is reached, FPO's will be authorised to perform dissecting work under direct supervision and direction of the responsible pathologist or medical officer.

Provinces are required to urgently source mandates. Council is to sit tomorrow 23 June 2017 to finalise on third matter.

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10 Good Reasons to Join Hospersa

1. Individual indemnity cover of up to **two million rand** per member
2. Death benefit of **R3 993** 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.



To stay up to date with feedback from Hospersa we urge all members to follow us on Twitter (@hospersaonline) and join our Facebook group (hospersa online) as soon as possible.



All updates and newsletters are also placed on our website (www.hospersa.co.za)

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