

PHSDSBC REPORT 7 OF 2018

08 JUNE 2018

THE Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a special Council meeting on 6 June 2018 to discuss the standardisation of the stipend and conditions of service for Community Health Workers (CHW's) in the Department of Health.

It was previously reported that we informed the employer that there is a policy that is in two (2) part which deals with the stipend and the other part deals with the conditions of service and benefits of CHW's. 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 CHW's on 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).

We had also proposed that we would table the two (2) draft agreements on 30 May 2018. However 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.

After parties negotiated what needs to be in the first draft agreement, the employer presented a draft agreement regarding the standardization of the

stipend for CHW's in this special Council meeting (see attached draft agreement).

In the presentation the employer considered majority of the inputs we made. We were happy with the amendments made on the draft agreement, however we had to persuade the employer to amend some of the clauses and we succeeded in doing that.

We also raised the issue of the database which is the source of integrity management of CHW's (see item 1.5 in the draft agreement). The employer assured us that it is in the final stages of capturing all the CHW's on the database so that they can receive refresher training.

The employer and one (1) trade union then signed the agreement we informed the employer that we still need to seek mandate from our members before we can sign the agreement.

Please see the attached agreement and inform your shop steward or the Hospersa Provincial Office whether to sign the agreement or not.

We will keep you informed on any further developments.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R4 392** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the 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.

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

PROVINCIAL HOSPERSA OFFICES

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
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