



PHSDSBC
PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

**RESOLUTION ... OF 2013 OF THE PUBLIC AND SOCIAL
DEVELOPMENT SECTORAL BARGAINING COUNCIL**

**AGREEMENT ON DANGER ALLOWANCE FOR IDENTIFIED EMERGENCY
MEDICAL SERVICES (EMS) CATEGORIES**

1. OBJECTIVES:

1.1 To give to effect the Clause 1 (h) of Annexure A of PSCBC Resolution 1 of 2007.

1.2 To provide for payment of standard danger allowance to the following EMS categories who are involved in direct patient care¹, namely

1.2.1 Emergency Care Officers

1.2.2 Emergency Care Technicians

1.2.3 Paramedics

1.2.4 Shift Leaders

2. SCOPE OF APPLICATION

This agreement applies to-

2.1 The Employer;

2.2 The employees of the Employer who are members of the trade unions parties to this agreement and who are, where applicable, registered with the relevant statutory council in terms of the applicable Act; and

¹ All categories must meet the requirements of direct patient care and be registered with the relevant statutory council.

2.3 The employees of the Employer who are not members of any trade union parties to this agreement, but fall within the registered scope of the PHSDSBC and are, where applicable, registered with the relevant council in terms of the applicable Act.

3. NOTING THAT:

3.1 **Clause 7** of the PSCBC Resolution 1 of 2007, read together with **Annexure A** of the same Resolution, provides for the payment of standard danger allowance to employees employed in one of the occupational categories contained in Annexure A, who in the course of their employment experiences genuine risks to their lives.

3.2 **Clause 1(h)** of Annexure A of the PSCBC Resolution 1 of 2007 makes provision for payment of danger allowance to identified Emergency Medical Services (EMS) categories.

4. THE PARTIES THEREFORE AGREE AS FOLLOWS:

4.1 EMS categories listed in paragraph 2.2 of this agreement, who in their normal course of work are exposed to genuine danger to their lives, shall be paid a standard danger allowance as determined by PSCBC agreements.

4.2 The adjustment to the allowance shall be effected on 01 July of each year on the basis of the CPI-X as at 1 April of that year.

4.3 The payment of a once-off non-pensionable gratuity of **R3 098.79** in lieu of the period from 01 July 2007 to 31 March 2013. (Employer position)

4.4 Implementation of the agreement to be effective from 01 July 2007 (Labour position).

4.5 The payment of a once-off non-pensionable gratuity of **R 4 056.00** in lieu of the period from 01 July 2007 to 31 March 2013. (Mediation position which the Employer was prepared to accept)

4.6 Any erroneous payments shall be corrected by the Employer with immediate effect, in accordance with the applicable legislation.

5. DATE OF IMPLEMENTATION

5.1 The implementation of this agreement would be 1 April 2013.

6. DISPUTE RESOLUTION

6.1 Parties agree that any dispute that may arise due to the provisions of the collective bargaining must be resolved using the normal dispute resolution procedure of the Sectoral Bargaining Council.

6.2 Parties agree that any dispute related to the interpretation and application of this collective agreement must be resolved using the normal dispute resolution procedure of the Sectoral Bargaining Council.

THIS DONE AND SIGNED AT.....ON THIS THE
 DAY OF 2013.

ON BEHALF OF THE EMPLOYER		
STATE AS THE EMPLOYER	NAME	SIGNATURE
ON BEHALF OF THE TRADE UNION PARTIES		
TRADE UNION	NAME	SIGNATURE
DENOSA		
HOSPERSA		
NEHAWU		
NUPSAW		
PSA		