

Update: PHSDSBC

Standardisation of remuneration and conditions of service: Community Health Workers (Department of Health)

The Council concluded Resolution 1/2018 – Standardisation of Remuneration of Community Health Workers. The employer was expected to standardise and implement the payment of **R3 500** across all provinces. Unfortunately, some provinces have not yet complied. Labour raised serious concerns regarding the non-compliance as well as the backdated payments that were not done. The employer committed to pay all outstanding money, inclusive of the backdated payment, on or before **31 May 2019**.

Agreement: Re-grading of Social Auxiliary Workers (Departments of Social Development and Health)

The holding back of the re-grading of Social Auxiliary Workers (SAWs) between **2007** and **2008** post the **2006/07** job evaluation, which graded SAWs on salary level 5, was owing to the implementation of Resolution 1/2009: Occupational-Specific Dispensation for Social Service Professions and Occupations. The employer tabled a draft agreement on the re-grading on **14 May 2018** for negotiation. The employer indicated that the agreement would be applicable to all **SAWs** in the Health and Social Development sector. Labour subsequently tabled a counter proposal for the employer's consideration and negotiation. The employer is still not ready to engage on the matter and requested an opportunity to finalise its internal processes. Labour indicated to the employer should it not be ready by the next Council meeting, labour will have no other option than to consider alternative remedies.

PHSDSBC Resolution 4/2017: Forensic Pathology Officers (FPOs)

Members were previously informed that Council identified a need to update FPOs through a communication strategy on progress made relating to their training, registration and the sustainable model on career pathing. Most of the provinces were visited. Labour is of the view that the strategy did not yield the desired results and demanded that the employer must table a model that is inclusive of the salary levels attached to each post. This will assist to address the stagnation and movement to correct levels. The employer indicated that the task team is prioritising a draft model that will be inclusive of salary levels as requested by labour and once finalised, it will be tabled for FPOs inputs and mandates.

The Health Professional Council of South Africa (HPCSA) task team met on 31 August 2018 to deal with the public comments submitted by the Minister of Health in response to the published regulations relating to the registration of FPOs.

The task team also discussed the professional designators, registration and annual fees as well as criteria for registration and grandfathering processes of FPOs. It recommended that the professional designators for FPOs registers be structured as follows:

SFPO – Supplementary Forensic Pathology Officer; FPSL – Forensic Pathology Officer Service Learner, FPO – Forensic Pathology Officer, FPSIN – Forensic Pathology Intern, and FPSS – Forensic Pathology Officer Student. It was also recommended that the annual fees for Supplementary FPO for 2018/19 be R603 and the registration fees for the FPO registers be structured as follows: SFPO – R710, FPSL – R710, FPO - R710, FPSIN - R259, and FPSS - R237.

The annual fees payable by persons registering for the first time in terms of the *Health Professions Act, 1974* should be a *pro-rata* amount of the applicable annual fee referred to in the schedule, to be calculated according to the month of registration after the due date for the annual fees.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER