

PSA assists members

- The PSA referred an interpretation/application of a collective agreement dispute on behalf of five Operational Managers who were employed at Mahatma Gandhi Memorial Hospital. The KZN Department of Health refused to backdate their translations as per the Nurses OSD (PHSDSBC Resolution 3/2007).

In terms of the provisions of the agreement on implementation of the Occupational-Specific Dispensation (OSD) for Nurses, the applicants should have been translated to Operational Managers (General/Speciality) with effect from 1 July 2007. Prior to the OSD dispensation, the members were employed as Chief Professional Nurses in charge of wards as at 30 June 2007.

In the arbitration held in May 2019, a settlement agreement was reached. The employer agreed to pay the members the back pay from July 2007 (OSD Implementation date to the date that their salaries were corrected). The members will receive their outstanding payments by the end of the month.

- The PSA took up another matter after 23 members from RK Khan and Addington Hospitals lodged formal grievances pertaining to the non-implementation of grade progression, after completion of 15 years' continuous service. Members occupied various levels from 4, 5, 6 and 7 and they had completed 15 years in their respective positions. They had performed satisfactory in the two years prior to the effective date of completion.

At arbitration, the Commissioner concluded that the first and second respondents incorrectly interpreted and applied clause 3.6.2.2 of Resolution 3/2009 when it failed to grade progress the 23 employees. The respondents were ordered to correctly comply with the Resolution, and further ordered to accordingly grade progress the 23 employees retrospectively from 1 July on the date on which each employee completed 15 years since 2001. The respondents were ordered to implement the award by the end of the month.

Ivan Fredericks
GENERAL MANAGER