

FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC)

06-02-2020

Update: PHSDSBC

Standardisation: Remuneration and Conditions of Service - Community Health Workers (Department of Health)

As previously reported, the employer tabled a draft report at the last Council meeting on how it envisages to implement clause 5.5 of Resolution 1/2018. After labour studied the report, it was clear that the report is silent on the absorption of Community Health Care Workers. Labour raised a concern with the employer on the omission as it is one of the most prevalent issues that needs to be address. Labour subsequently indicated that a draft agreement will be tabled at the next meeting for constructive engagement.

Amendment: Clause 4.1.1 and 4.2.2 of PHSDSBC Resolution 2/2017 (Framework Agreement on Payment of Rural Allowance and Amendment of Occupational-Specific Dispensation for Social Service Professionals and Occupations)

At the meeting on 12 December 2019, the employer was not ready to respond to labour. Labour expressed dismay and indicated that there are several issues that are not addressed, including:

- Different salary levels for Team leaders
- The structure of Child and Youth Care Workers must be address owing to the anomaly in qualifications versus salary levels.

Parties agreed that the draft agreement must be subjected to “marathon” negotiations to address the concerns raised by labour and to afford the Employer to respond comprehensively.

At the Council on 4 February 2020 labour was ready to constructively engage with the employer on the substance of the draft agreement that was tabled by the employer. The employer, however, moved from its position on the draft agreement and tabled a letter that indicated that the matter is of transverse nature and must be escalated to the PSCBC. Labour vehemently opposed this stance and indicated that the employer is negotiating in bad faith, which is against the spirit of sound labour relations. The General Secretary of Council also clarified the scope of the Council, but the employer refused to reconsider its mandate. The PSA was left with no option than to reserve its rights and a dispute will be filed shortly.

Framework agreement: Uniform provision - Public Health Nurses

A draft Framework Agreement was tabled at the Council meeting to provide Nurses with uniform throughout the Public Service.

The objective of the agreement, amongst others, is to provide for:

- A framework for the provision of nurse's uniform
- To prepare for the abolishment provision of the uniform allowance
- To replace the uniform allowance for public service nurses with the provision of uniform
- To restore the dignity of nurses in the public service

Currently, Nurses are the only category receiving a uniform allowance, however, there are still challenges with this, ranging from the amount not being adequate and the purchasing from different service providers causing no uniformity, and in some instances members are not receiving the allowance in time or not at all.

Members will note that this is just a framework agreement that will eventually culminate into another agreement where parties will conclude a collective agreement addressing the texture, colour, emblem, and the number of sets of uniform per employee. **Members are requested to provide inputs and a mandate on the principle to replace the allowance with the provision of uniform. Inputs and mandates must be submitted through the relevant PSA Provincial Offices by 14 February 2020.** (Draft Framework Agreement *attached*).

GENERAL MANAGER