

INFORMUS



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

18-06-2020

Update on COVID-19

Transport Provision for Health workers During the COVID-19 Pandemic

Labour tabled a draft agreement on 17 June 2020 with the aim to regulate the provision of transport within the Health and Social Development Sector. The objectives of the agreement is as follows :

- To standardize a uniform approach of providing transport within the Health and Social Development sector.
- To provide health and social development workers who are utilizing public transport with department funded transport.
- To assist health and social development workers who are utilizing public transport with transport through government vehicles (overnight bookings) for the duration of the COVID-19 pandemic.
- To accelerate the process of applying for Schemes A and B of the departmental transport policy.
- To suspend the requirements for qualification of Schemes A and B of the departmental transport policy.

The Employer however did not have a mandate to engage on the agreement and subsequently tabled a counter agreement which defies the aim of the agreement of Labour. Labour indicated that the employer should approach their principals with a view to consider the draft agreement of Labour. Members are requested to provide inputs through their respective PSA Provincial Offices into the agreement on or before 26 June 2020. (Agreement Attached for ease of reference)

Token of Appreciation for all Frontline Employees

As previously reported Labour did table the above Agenda item at the level of the PHSDSBC for engagement. Unfortunately, the status quo remains as the Employer still do not have a mandate to pronounce on the token of appreciation

Standardisation of the Remuneration and Conditions of Service for Community Health Workers in the Department of Health

The Parties to Council resolved to prioritise the standardisation of the remuneration and the conditions of Community Health Workers (CHW) in the Department of Health. Unfortunately, the provisions as contained in clause 5.5 of Resolution 1 of 2018 has not been finalised and further engagements are required to address and finalise the specific issues as stipulated in clause 5.5 below.

Clause 5.5 of the resolution stipulates that, "parties to ensure the development of Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes, and the absorption in the

health system for CHWs and the subsequent process that may follow in line with policy framework and strategy for ward based outreach.”

Members would recall that parties to Council signed a Collective Agreement extending the lifespan of PHSDSBC Res 1 of 2018 with a further 12 months to allow parties to conclude on the outstanding matters as per clause 5.5 above.

Unfortunately, the issues as per clause 5.5 above has still not been finalised and it necessitate a further extension of the Agreement with 12 months which will allow parties to conclude on the outstanding matters.

The Employer tabled an agreement to extend the timeframe with another twelve months, the effect of such an extension allows that CHW contracts will continue until 10 July 2021. The majority of Labour inclusive of the PSA supported the principle as it will secure the employment of the CHW while parties committ to finalise on the outstanding matters as contemplated in clause 5.5 of PHSDSBC Res 1 of 2018. (Agreement Attached for ease of reference)

Amendment of Clause 4.1.1 and 4.2.2 of the PHSDSBC Res 2 of 2017 (Framework Agreement on the Payment of Rural Allowance and the Amendment of the Occupational Specific Dispensation for Social Service Professionals and Occupations).

During the last Council meeting a presentation was made on the abovementioned topic. It was agreed that Social Development will provide a response to the presentation that was made and they have subsequently done so.

Clause 4.1.1 of the agreement stipulates that within 10 days from the date of this agreement, the employer will table a proposed model on rural allowance at the Council for eligible Social Service Professionals and Occupations for negotiations.

Clause 4.2.2 “Parties agree in principle to amend the OSD for Social Service Professionals and Occupations.”

Members would recall at the last meeting the employer negated from its position to engage on the matter and hold the view that the matter should be engaged upon at the level of the PSCBC. Labour expressed its dismay with the employer’s attitude and only after the PSCBC directed the employer that the PHSDSBC do have jurisdiction to engage on the matter which the employer accepted it. Unfortunately the employer did not conclude on its internal processes and it was agreed upon that a Special Council meeting will be scheduled on 25 June 2020 to engage on the matter.

Review of the Uniform allowance for Nurses

Members would recall that a Draft Agreement was circulated for mandating purposes to engage on a framework agreement which will regulate a process to review the Uniform Allowance Agreement for nurses.

The objective of the agreement is as follows:

- Abolish provision of Uniform Allowance
- To bring uniformity in a true sense of the word UNIFORM
- To restore the dignity of Health Professionals
- Uniform provision to all Health Professionals instead of paying an allowance to some.

The **attached** agreement is once again circulated for a mandate to ensure that we have a buy in from our members although the majority of labour did indicate that they are in support of the agreement and will subsequently sign it.

Members are therefore requested to provide a mandate on or before 27 June 2020 through their respective PSA Provincial Offices.

GENERAL MANAGER