

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

18-11-2020

Update: Forensic Pathology Officers

Members have been kept informed of developments in previous editions of the *Informus* (copies can be obtained from the PSA's website at www.psa.co.za or from any PSA Provincial Office).

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

A collective agreement was entered into between parties at Council and enjoyed majority signature on 29 June 2017. The collective agreement's (PHSDSBC Resolution 4/2017) clause 4.5.2 provides for the following:

"Parties agree to negotiate and conclude a sustainable model to allow the FPO to register with a statutory body as professionals, to have career pathing and job evaluation within six months after this agreement attains the majority signature."

Parties were therefore supposed to conclude on this sustainable model on 29 January 2018, which unfortunately as per the evidence led by labour and the subsequent confirmation from the employer, did not materialise.

After the conclusion and favourable outcome of an arbitration process, the employer tabled a draft Sustainable Model. The PSA distributed the draft Model for inputs and subsequent inputs were discussed with the employer.

A special Council meeting was scheduled for 17 November 2020 to constructively engage on the matter, and the most contentious issue is the fact the Gauteng FPOs are not covered in this Model as they do not fall within the ambit of the OSD Agreement. The PSA raised serious challenges with the draft Model which, amongst others, raised more questions than answers, especially on the recognition of experience, stagnation and subsequent requirements in relation to Facility Managers' salary levels to mention a few.

Parties agreed that the employer will prepare a response on or before 30 November 2020. Labour will consider the response and parties subsequently agreed to a marathon session of engagements of which dates are still to be determined.

GENERAL MANAGER