

## 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](http://www.psa.co.za) or from any PSA Provincial Office).

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

A signed Collective Agreement, 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 provide for career pathing and job evaluation within 6 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 did distribute the draft Model for inputs and inputs received were discussed with the employer.

Several Council meetings were scheduled to constructively engage on the matter. The most contentious issue is the fact the Gauteng Forensic Pathology Officers are not covered in this model as they do not fall within the ambit of the OSD Agreement. Labour raised serious challenges with the draft Model that, amongst others raised more questions than answers, especially on the recognition of experience, stagnation and subsequent requirements in relation to Facility Managers salary levels just to mention a few.

Parties agreed at Council Meeting that a marathon session over three days will be scheduled for 8,9 and 11 March 2021. During the Council meeting the Draft agreement with the sustainable model was tabled and read onto the record of Council. Before labour could start with constructive engagements the employer indicated that it has not finalised its internal mandating processes that will allow it to engage and therefore needs more time.

The PSA and all other unions were extremely disappointed with the employer's stance and reserved their rights. The PSA is considering its options to resolve the matter amicably. Members will be informed of developments.

GENERAL MANAGER