

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

02-09-2022

## Feedback: PHSDSBC Council meeting - 31 August 2022

### Public-sector uniform allowance review

Members are aware that a collective agreement was signed pertaining to the uniform of nurses in the Public Service. It was reported that workshops were concluded in all provinces and the implementation process is underway. A consolidated report is to be tabled in the next meeting. Labour requested that procurement be centralised to avoid inconsistency and that the allocated budget must be shared with parties.

### Community Development Practitioners (CDP) professionalisation

The employer tabled a written progress report, indicating that professionalisation is underway, and that a CDP-online verification form was developed for practitioners to be registered on the database. The verification process will assist to determine those eligible to vote for the Professional Board. The Department of Social Development and the South African Council for Social Service Professions will conduct an awareness campaign regarding the voting process for the Professional Board for Social Practitioners. The employer will provide information on progress regarding the draft *Amendment Bill* that is at *Gazetting* stage.

### Resolution 3/2019 implementation

Members are aware that PHSDSBC Resolution 3/2019 allows the Department to effect statutory deductions through an automated system. Labour raised concerns that nurses are still experiencing double deductions from the South African Nursing Council (SANC) and their payments cannot be traced. Affected provinces are Northern Cape, Western Cape, Gauteng, and Limpopo, which are still using the old template resulting in double deductions. Subsequently, parties agreed to invite the SANC to the next meeting scheduled for 28 October 2022 to provide clarity on this challenge.

### Amendment of Resolution 3/2011: Agreement on appointment of full-time shop stewards and office bearers

Parties reached a stalemate regarding the release of office bearers and full-time shop stewards (FTSS) as the employer is not amenable to the conditions of releasing FTSS outside the provision of the Resolution. The matter was deferred to the task team to deal with the impasse.

### **Data collection: Frontline workers infected with COVID-19**

The submitted statistical report was rejected by labour as it was not accurate. The employer is to engage districts and sub-districts offices to obtain and consolidate accurate statistics to be reported in the next meeting.

### **Token of appreciation for frontline workers**

Members are aware that a task team was established to deal with modalities for incentivising frontline workers who performed duties during the COVID-19 pandemic in terms of PHSDSBC Resolution 2/2022. The task team was not ready to report and the matter was deferred to the next meeting.

### **Psychosocial support for care of carers**

Labour raised a concern regarding partial implementation of the psychosocial support program for carers as there is no wellness support programs in various provinces. The employer noted the concern and undertook to provide a comprehensive report in the next meeting.

### **Draft guidelines: Membership audits of members in good standing**

Members are aware that the employer indicated no intention to sign the draft agreement/guidelines although these were developed in terms of the Constitution of the Council. Labour urged the employer to reconsider its position and allow engagements to continue at task-team level to find common grounds. Parties agreed to reconvene a task-team meeting before the next Council meeting and report at the next Council meeting.

### **Standardisation: Community Health Workers remuneration**

Resolution 2/2022 was signed and extended to 2025 to allow parties to engage further on the conditions as previously communicated. The employer reported that internal processes to start negotiations were at an advanced stage. The task-team meeting will be convened in September 2022.

### **Annual statutory registration fee increments by professional bodies**

A meeting will be arranged with the HPCSA after increasing annual statutory fees without consultation and which adversely affected healthcare workers.

### **Training and intake of nurses procedure**

The employer agreed to engage provinces after labour raised concerns regarding the intake and training of nurses that seemed to favour external applicants as opposed to internal applicants. On this basis, labour requested that at least 70% of employees must be considered as part of developmental training programs.

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER