

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

11-02-2022

Feedback: PHSDSBC

Token of appreciation

As previously reported, the token of appreciation was subjected to a three-day negotiation process from 8 to 10 February 2022. A draft collective agreement was tabled for parties to engage upon. The objectives of the draft collective agreement is to provide a special incentive that will serve as a token of appreciation to frontline workers. Labour initially demanded a once-off cash amount of R2 000 as a token of appreciation. The employer, however, disagreed with the amount and proposed a task team. After robust engagement, the majority of labour was persuaded that a task team be established to look into the modalities of this token of appreciation, which amongst others, includes:

- Incentives for all frontline workers who performed duties during COVID-19
- That a recognition of frontline workers who left employment owing to natural attrition and retirement from 27 March 2020 to date be considered
- That this task team conclude its work within two months of concluding this agreement.

The PSA, however, still holds the view that this is another delaying tactic by the employer and this matter should have been concluded during the three-day session. Members are requested to provide the PSA with a mandate to accept or reject this framework agreement on or before **18 February 2022** through the relevant PSA Provincial structures. The mandates must be forwarded to jannie.oosthuizen@psa.co.za.

Amendment of Clause 4.1.1 and 4.2.2: PHSDSBC Resolution 2/2017 (Framework agreement on payment of rural allowance and amendment of Occupational-Specific Dispensation (OSD) for Social Service professionals and occupations)

During the last Council meeting, a presentation was made on the topic. It was agreed that Social Development will provide a response to the presentation and it has subsequently done so. Clause 4.1.1 of the agreement stipulates that, within ten 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 negotiation. Clause 4.2.2 reads: "*Parties agree in principle to amend the OSD for social service professionals and occupations*".

A task team meeting was held where it was concluded that the primary focus should be on equalisation for employees who are covered by PHSDSBC Resolution 2/2004 and the inclusion of additional

categories not covered by the Resolution. The task team report was adopted at Council and constructive engagements will commence to conclude a substantive agreement

During the three-day negotiation session, labour tabled a draft agreement that, amongst others, demands that a 22% allowance across-the-board be paid to those eligible categories and any additional categories for engagement. Unfortunately, the employer could not concede to the demands of labour and requested more time to table a counter proposal as the demand of labour is regarded as unaffordable. Labour will await such a counter proposal and also consider alternatives in resolving this matter amicably.

Review: Uniform Allowance - Nurses

Members will recall that a draft agreement was circulated for mandating purposes. Unfortunately, no mandates were received. During the three-day negotiation session, parties constructively engaged on the *attached* agreement. The objectives of the agreement are as follows:

- To convert the current amount allocated for uniform allowance for nurses to a provision of uniform
- To provide uniform for nurses in the public health and social development sector.

The colour of the uniform shall be maroon and white and the emblem on the uniform shall be the nursing lamp, underlined by the name of the government department where the respective nurse is employed. The accessories shall be a brown belt, brown shoes, maroon jacket and maroon jersey. The number of sets of uniform per employee shall be seven over a period of two consecutive years and the proposed implementation date will be 1 October 2023.

The PSA wishes to emphasise the fact that the allowance will cease to exist on 1 April 2023. Members are urged for a final time to provide the PSA with a mandate to except or reject the agreement. Mandates should be send to the PSA Chief Negotiator, Jannie Oosthuizen, on or before **18 February 2022** through the relevant PSA provincial structures.

Averaging of working hours: EMRS

As previously reported, a draft agreement on the averaging of working hours was circulated for a mandate. Unfortunately, no mandate was received from the constituencies, which poses a significant risk to Emergency Medical and Rescue Services personnel. During the three-day session labour indicated to the employer that they can only consider engaging on the proposed draft once the employer concedes to other demands. The employer was not willing to concede to some of labour's demands and therefore the agreement was not engaged upon. It is, however, important that EMRS employees provide the PSA with a mandate on whether to accept or reject this draft on or before **18 February 2022** through the relevant PSA provincial structures. This draft has been circulated on numerous occasions and this is the last time that it will be circulated for a mandate to accept or reject. Mandates should be provided on or before **18 February 2022** through the relevant PSA provincial structures.

Framework Agreement of Occupational Health and Safety Committees (OHSC)

A draft agreement was tabled during the three days of negotiation and, in principle, parties agreed that an agreement should be entered into as prescribed by the *Occupational Health and Safety Act 85 of 1993*, which requires that the employer consult or bargain in good faith with registered unions and concludes an agreement on certain aspects before the designation of health and safety representatives.

Parties therefore agree that the OHSC shall consist of all health and safety representatives in the Department and that the composition of the OHSC will be in compliance with the provisions of the *Act*.

The PSA believes that the establishment of these committees will assist in safeguarding employees' health and safety in the workplace and will ensure compliance, especially during these trying times brought about by COVID-19. The draft agreement is *attached* for ease of reference and members are requested to provide a mandate by **18 February 2022** on whether to accept or reject the agreement.

GENERAL MANAGER