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

15-11-2023

Collective Agreement signed! Token of appreciation to Frontline Workers

Token of appreciation collective agreement

The outbreak of COVID-19 brought about unprecedented challenges to government services, particularly in the Health and Social Development Sector. Despite all these challenges, frontline workers continued to demonstrate their commitment to combatting the pandemic to assist government to meet its mandate and responsibility. Frontline workers lost out on a lot of rest periods and family time in the line of duty because of their dedication, continued service, and ensuring that service delivery was not interrupted during the pandemic.

The objective of this agreement is to provide a token of appreciation for all qualifying frontline employees who provided services during the COVID-19 pandemic. As previously reported, the token of appreciation was subjected to a negotiation process last year. A draft collective agreement was tabled for parties to engage upon, with numerous engagements taking place. The employer tabled a counterproposal of two days of special leave. Labour rejected the proposal and tabled a counterproposal of five days special leave.

The employer conceded to labour's proposal of five days special leave to all qualifying employees as per the *attached* agreement. The employer also agreed to the additional categories as per Annexure A.

Members were requested to provide the PSA with a mandate on or before 10 November 2023. Although the PSA did not receive a mandate from its members the agreement was signed by those Unions that made up the majority.

THE PSA WANTS TO EMPHASISE THE IMPORTANCE OF PROVIDING A MANDATE AS COLLECTIVE AGREEMENTS CAN ONLY IMPROVE THE WORKING CONDITIONS OF MEMBERS.

Reuben Maleka
GENERAL MANAGER