



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

21-11-2025

Feedback: PHSDSBC Special Council Meeting - 17 November 2025

Forensic pathology matters

A special meeting was arranged to deal with three agenda items related to Forensic Pathology Officers, namely:

- Amendment of Resolution 4/2017: Agreement on Payment of Special Allowances and Danger Allowance
- Amendment of Resolution 2/2010: OSD for Therapeutic, Diagnostic, and Allied Professionals
- Salary Disparity: Forensic Pathology Managers

Members were previously informed that organised labour tabled these matters, which had an adverse effect upon this category of employees. The issues pertained to salary disparities of Forensic Managers, non-payment of a special and danger allowance to Forensic Pathology Officers, and the non-professionalisation of forensic pathology.

The employer invited an expert who made presentations pertaining to the professionalisation of Forensic Pathology Officers (FPO) in an endeavour to address the above-mentioned agenda items. She attributed salary disparity of Forensic/Mortuary Managers to categorisation of mortuaries from M1 to M6, depending on body storage and management capacity. According to the presentation, categorisations are as follows: M1- up to 250 bodies, M2 – up to 500 bodies, M3 – up to 1 000 bodies, M4 – up to 1 500 bodies, M5 – up to 2 000 bodies, and M6 – more than 2 000 bodies. She presented an overview regarding the path followed to professionalise FPOs, which started around 2015. Key issues outlined are as follows: Drafting of regulations relating to FPOs, development of the scope of practice, consultation with universities to initiate accredited training of FPOs, HPCSA registration of FPOs where the Register was approved in 2017, and promulgation of regulations relating to the registration of FPOs by the Minister of Health on 23 March 2018 for public comment. Further, a registration program to register FPOs has been finalised by the HPCSA and FPOs to pay a registration fee of R934 and annual fees of R789 as approved by the Council, although waiting for gazetting. Provincial roadshows will be conducted between January and February 2026.

Labour could not engage much with the expert as she had another engagement and had to be excused. However, labour got the opportunity to comment on the presentation, raising major concerns regarding the authority that regulates the categories of mortuary, keeping FPOs within the OSD whilst it is clear that they are disadvantaged and reminded the employer that the demand of labour remains, calling for removal of FPOs from the OSD. This would allow them to receive 1.5%-pay progression on an annual basis in line with the Performance Management Policy. Currently, FPOs are not benefiting from either the OSD or non-OSD dispensation. They are not even enjoying grade progression. The demand to increase payment of the danger allowance to R5 000 remains as the employer failed to implement a sustainable model within six months as provided by PHSDSBC Resolution 4/2017.

Labour demanded that the expert must avail herself in the next Council meeting for further engagement. In the meantime, labour will seek a mandate regarding removal of FPOs from the OSD seeing that they suffered enough. Objections for removal of FPOs from the OSD can be sent to john.teffo@psa.co.za on or before **25 November 2025**. The PSA will have a virtual meeting with FPOs on 27 November 2025 from 08:00 to 10:00. The link will be shared with Provincial Branches and Provincial Offices. Members are requested to attend to deal with the challenges faced by FPOs.

Levies increase proposal

Members were previously informed that parties are engaging on the proposal to increase levies for Council to meet its operational costs. Further, that other unions were still in the process of obtaining a mandate. In this meeting, the majority of labour unions supported a levy increase from R10 to R16.54. The employer noted labour's position and will therefore seek mandate from its principals.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER