

## Feedback: PHSDSBC facilitation meeting

### Forensic Pathology matters

This was the second facilitation meeting on Forensic Pathology Officers (FPOs) matters, specifically addressing:

- Amendment of Resolution 4/2017 (Agreement on payment of special and danger allowances)
- Amendment of Resolution 2/2010 (OSD for therapeutic, diagnostic, and allied professionals)
- Salary disparity amongst Forensic Pathology Managers, grouped under “Forensic Pathology matters”.

Members were informed that labour demanded the removal of FPOs from the occupational-specific dispensation (OSD), which proved to disadvantage them, increment of dissection allowance to R5 000 seeing that the employer had failed to provide a sustainable model for professionalisation of FPOs within six months as per clause 4.5.2 of Resolution 4/2017, and addressing the salary disparity for Forensic Pathology Managers. The employer stated it had no new mandate. Consequently, organised labour reserved the right to pursue alternative avenues to break the deadlock.

### Nurses' uniform

Organised labour argued that PHSDSBC Resolution 1/2023 has expired. Consequently, it contended that the process of procuring nurses' uniforms should be suspended, and that the employer should continue paying the uniform allowance until the matter is resolved. The employer, however, rejected the claim that Resolution 1/2023 has lapsed, stating instead that the uniform allowance was paid precisely because of the same Resolution. Parties agreed to extend facilitation to 31 May 2026 to allow the employer to conclude its mandate-seeking process of sharing samples of uniform specifications with organised labour and the demand to review Resolution 1/2023. The employer undertook to suspend the procurement of uniforms until 31 May 2026. However, no commitment was made regarding the centralisation of uniform procurement, as several provinces were already at an advanced stages of acquiring nurses' uniforms. Parties agreed to reconvene by 31 May 2026 for further discussions through a facilitation process whereby the employer will provide information on costs incurred so far, its position on centralization, and on the request to amend Resolution 1/2023.

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

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