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

21-05-2026

Update: Forensic pathology matters

PHSDSBC special Council meeting - 20 May 2026: Discussion of amendment of Resolution 2/2010 - OSD for Therapeutic, Diagnostic, and Allied Professionals

Members will recall that organised labour tabled the matter calling for amendment of PHSDSBC Resolution 2/2010 to include categories that are not benefiting from the Agreement although falling in the categories of Therapeutic, Diagnostics, and Allied Professionals. Further, labour submitted that Forensic Pathology Officers (FPOs) should be removed from the OSD owing to the absence of a sustainable model as sought from Resolution 4/2017. FPOs cannot progress salary wise as they have reached the ceiling. The employer reported that engagement with the DPSA is underway and once the report is received, the employer will be able to engage in the matter. Subsequently, parties deadlocked, and the matter was referred for facilitation, which could not yield any results.

In the recent meeting, labour re-tabled the draft agreement for removal of FPOs from the Agreement with a *proviso* that their reinstatement could be considered upon negotiation and conclusion of a sustainable model for FPOs.

The employer reiterated that it never had problem with the removal of FPOs from the OSD, however, it wanted to ensure that all internal processes are duly concluded. The process of Personnel Expenditure Review at the DPSA took longer than anticipated, hence the mandating process could not be finalised. Subsequently, the employer agreed to the removal of FPOs from the OSD, however, requested labour to afford it time to deal with necessary processes, including processes to match salaries and calculate costs. The employer requested a period of up to two weeks to consider the draft Collective Agreement even though it reiterated that it is in agreement with the removal of FPOs from the OSD.

FPOs who have the objection to their removal from the OSD are invited to submit such to Velucia.maluleke@psa.co.za on or before **5 June 2026**. A special Council meeting has been scheduled for 9 June 2026 where the employer will respond to the proposals with the exception of the clause to remove the FPOs from the OSD.

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

Reuben Maleka
GENERAL MANAGER