



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

27-07-2026

Feedback: PHSDSBC special Council meeting - 24 July 2026

Forensic Pathology Officers: Amendment of Resolution 2/2010 - OSD for Therapeutic, Diagnostic, and Allied Professionals

The employer agreed to the removal of Forensic Pathology Officers (FPOs) from the Occupational-Specific Dispensation (OSD) and that FPOs will be translated to the normal Public Service salary notches, with the assurance that no employee will be worse off because of this translation. Organised labour noted the employer's submission and proposed that the removal from the OSD should take effect from 1 June 2026. The PSA further recommended that the Health Professions Council of South Africa (HPCSA) should place its process of registering FPOs in abeyance until this matter is finalised. In addition, labour requested the employer to address the broader issue of the professionalisation of FPOs. Parties agreed to establish a task team, with representation from each union, to finalise the draft agreement submitted by organised labour. The objective is for the agreement to be concluded and signed by all parties by the end of August 2026. It was further agreed that the HPCSA, together with a technical expert, will engage with organised labour before the end of August on matters relating to the professionalisation and registration of FPOs with the HPCSA.

Minimum Service Agreement (MSA)

Organised labour expressed concern that the understanding was for the Public Service Coordinating Bargaining Council (PSCBC) to first finalise a framework to be applied across all sectors. Labour also questioned whether concluding MSAs at an institutional level would be appropriate, noting that such an approach could prove problematic. Labour indicated that it was not ready to adopt the Terms of Reference (ToR) until proper guidance on the framework is sought and provided by the PSCBC. Accordingly, labour demanded that Provincial Chambers place this matter in abeyance and refrain from engaging on it. The employer, however, urged organised labour to ensure that the ToR are adopted. Failing this, the Essential Services Committee (ESC) would proceed to make determinations without input from the PHSDSBC. After deliberations and further persuasion, parties agreed that the Council will issue a letter to the ESC, confirming that engagements on this matter are still ongoing. The letter will request the ESC to place its consultations in this sector in abeyance until parties have concluded their discussions and are ready to normally engage on the matter.

Levy increase proposal

Members will recall that organised labour already secured a mandate to increase levies from R10.00 to R16.54, noting that this increase was due in 2024. The employer agreed to the levy increase, with the cost shared equally on a 50/50 basis between employees and the employer. The increase in levy to R16.54 will take effect on 1 October 2026, following the expiry of the current agreement regulating this matter on 30 September 2026.

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

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GENERAL MANAGER