

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

03-12-2019

## Update: PHSDSBC Resolution 4/2017 - Forensic Pathology Officers (FPOs)

Members were previously informed that Council identified a need to update FPOs through a communication strategy on progress made relating to their training, registration and the sustainable model on career pathing. Most of the provinces were visited. Labour is of view that the strategy did not yield the desired results and demanded that the employer must table a model that is inclusive of the salary levels attached to each post. This will assist to address the stagnation and movement to the correct levels.

The Task Team concluded its work and it was decided that the matter will be escalated to the Executive Committee of Council to ensure that it is resolved. A joint Exco and FPO Task Team meeting was held on 19 July 2019. A decision was taken that the employer should, amongst others, develop a sustainable model, training model and undergo a benchmarking exercise to finalise this long-outstanding matter.

The employer unfortunately failed once again to deliver any report as decided in previous meetings. Labour jointly raised serious concerns regarding the lack of commitment from the employer and reserve their rights in terms of this matter. Labour declared a dispute on this matter. Conciliation was scheduled on 22 October 2019 and a non-resolution certificate was issued. The matter was referred for arbitration and a set down notice (*attached*) was received for 7 February 2020.

Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER