

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

07-01-2020

## What's happening in the PHSDSBC?

### **Standardisation of Remuneration and Conditions of Service: Community Health Workers - Department of Health**

Parties to Council resolved to prioritise the standardisation of the remuneration and the conditions of Community Health Workers (CHW) in the Department of Health. Council concluded the amendment to Resolution 1/2018. Clause 5.5 of the resolution stipulates that, "parties to ensure the development of Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes, and the absorption in the health system for CHWs and the subsequent process that may follow in line with policy framework and strategy for ward-based outreach teams".

The employer tabled a draft report at the last Council meeting on how it envisages to realise clause 5.5 of Resolution 1/2018. This is quite a comprehensive document and labour will study it and revert to the employer at the next meeting.

### **Amendment of Clause 4.1.1 and 4.2.2 of PHSDSBC Resolution 2/2017 (Framework Agreement on Payment of Rural Allowance and Amendment of Occupational-Specific Dispensation for Social Service Professionals and Occupations**

During the last Council meeting a presentation was made on the topic. It was agreed that Social Development will provide a response to the presentation that was made, and it subsequently did so.

*Clause 4.1.1* of the agreement stipulates that within ten days from the date of this agreement, the employer will table a proposed model on rural allowance at the Council for eligible Social Service Professionals and Occupations for negotiations.

*Clause 4.2.2:* "Parties agree in principle to amend the OSD for Social Service Professionals and Occupations."

At the meeting on 12 December 2019 the employer was not ready to respond to labour. Labour expressed its dismay with the employer and indicated that there are several issues that are not addressed, including:

- Different salary levels for Team leaders

- The structure of the Child and Youth Care workers needs to be address owing to the anomaly in qualifications versus salary levels.

Parties agreed that the Draft agreement must be subjected to “marathon” negotiations early in 2020 to address the concerns raised by labour and to afford the employer an opportunity to respond comprehensively.

Ivan Fredericks  
GENERAL MANAGER