

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

06-11-2019

Update: PHSDSBC

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 with their training, registration and the sustainable model on career pathing. Most provinces were visited. Labour is of the 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 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 and 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 once again failed to deliver any report as decided in the previous meetings. Labour raised serious concerns regarding the lack of commitment from the employer and reserved their rights in this matter. Labour declared a dispute on this matter. Conciliation was scheduled for 22 October 2019 and a non-resolution certificate was issued. The matter was referred for arbitration. Once a set-down notice is received, members will be informed.

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

Parties to Council resolve 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".

A Task Team was established with a clear term of reference to discuss the matter. A final report is expected to be presented within two weeks for parties to engage on. Once the report is received, constructive engagements will commence.

Amendment of Clause 4.1.1 and 4.2.2: 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 matter. It was agreed that Social Development will provide a response to the presentation, which it subsequently did.

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 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".

Labour insisted that parties should commence with negotiations as it is long overdue and tabled a draft agreement for engagement. The employer, however, indicate that it will revert back to labour on 12 December 2019 on its position.

Health and safety: Emergency Medical and Rescue Services (EMRS)

The PSA received numerous reports of attacks on paramedic across the country and that EMRS employees are expected to render services in dangerous areas. These ongoing attacks cannot be tolerated, and labour demanded that the employer must provide a safe working environment to its employees as contemplated in the *Occupational Health and Safety Act*. Labour raised serious concerns regarding the non-compliance to the *Act* and indicated to the employer that should it not ensure the health and safety of members, labour might revert to drastic measures. The employer stated that it regards this as a very complex matter and has started with engagement with stakeholders to assist in addressing this matter and will revert back to labour at the next meeting.

Ivan Fredericks
GENERAL MANAGER