



PHSDSBC
PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

**RESOLUTION ¹. OF 2013 OF THE PUBLIC HEALTH AND
SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL**

**AGREEMENT ON DANGER ALLOWANCE FOR IDENTIFIED EMERGENCY
MEDICAL SERVICES (EMS) CATEGORIES**

 P.D. RTM

1. OBJECTIVES:

1.1 To give effect to Clause 1 (h) of Annexure A of PSCBC Resolution 1 of 2007.

1.2 To provide for payment of standard danger allowance to the following EMS categories who are involved in direct patient care¹, namely

1.2.1 Emergency Care Officers

1.2.2 Emergency Care Technicians

1.2.3 Paramedics

1.2.4 Shift Leaders

2. SCOPE OF APPLICATION

This agreement applies to-

2.1 The Employer;

2.2 The employees of the Employer who are members of the trade unions parties to this agreement and who are, where applicable, registered with the relevant statutory council in terms of the applicable Act; and

2.3 The employees of the Employer who are not members of any trade union parties to this agreement, but fall within the registered scope of the PHSDSBC and are, where applicable, registered with the relevant council in terms of the applicable Act.

¹All categories must meet the requirements of direct patient care and be registered with the relevant statutory council.

 f.D. RTM

3. NOTING THAT:

3.1 **Clause 7** of the PSCBC Resolution 1 of 2007, read together with **Annexure A** of the same Resolution, provides for the payment of standard danger allowance to employees employed in one of the occupational categories contained in Annexure A, who in the course of their employment experiences genuine risks to their lives.

3.2 **Clause 1(h)** of Annexure A of the PSCBC Resolution 1 of 2007 makes provision for payment of danger allowance to identified Emergency Medical Services (EMS) categories.

4. THE PARTIES THEREFORE AGREE AS FOLLOWS:

4.1 EMS categories listed in paragraph 1.2 of this agreement, which in their normal course of work are exposed to genuine danger to their lives, shall be paid a standard danger allowance as provided for in PSCBC Resolution 1 of 2007.



4.2 The adjustment to the allowance shall be effected on 01 July of each year on the basis of the CPI-X as at 1 April of that year.

4.3 The payment of a once-off non-pensionable gratuity of twelve (12) months.

5. DATE OF IMPLEMENTATION

5.1 The implementation of this agreement shall be 1 April 2013.

Handwritten signatures and initials, including a large stylized signature on the left, 'f.d.' in the middle, and 'RSM' on the right.

ON BEHALF OF THE TRADE UNION PARTIES		
TRADE UNION	NAME	SIGNATURE
DENOSA	THANDEKA MSIBI	
HOSPERSA		
NEHAWU	TSHEGOFATSO MORALO	
NUPSAW		
PSA		

 4.0 R.TM

6. IMPLEMENTATION OF AGREEMENT

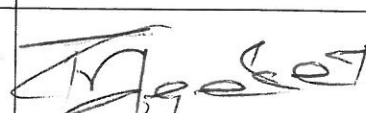
6.1 This agreement shall come into effect on the date it enjoys majority support and will remain in force unless terminated or amended by agreement.

6.2 The Council will monitor the implementation of this agreement.

7. DISPUTE RESOLUTION

7.1 If there is a dispute about interpretation and/or application of this agreement, any party may refer the matter for resolution in terms of the dispute resolution procedure of the PHSDSBC.

THIS DONE AND SIGNED AT Centurion ON THIS THE 06
DAY OF September 2013.

ON BEHALF OF THE EMPLOYER		
STATE AS THE EMPLOYER	NAME	SIGNATURE
	NGARENJI	

T.D.
R.T.M