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

11-11-2024

Feedback: PHSDBC meeting - 6 November 2024

The following agenda points were discussed:

Standardisation of remuneration: Community Health Workers (CHW) - Department of Health

The employer reported that the process is in the infancy stage and there was nothing to report as internal processes must ensue. Organised labour sharply raised concerns regarding the accuracy of the report, as organised labour was aware that external stakeholders were already engaged, and expert working groups (EWG) had been established, yet organised labour was not included. Organised labour demanded to be included in the EWG and that the employer must provide the written report by 18 November 2024. The employer noted the concerns and indicated that it would go back to its principals.

Current CHWs contract of Employment vs Lifespan of Resolution 2/2022

The employer reported that it was in the final stage of seeking a mandate from its principals on the matter. It reported that the submission was routed up to Senior Management and a progress report was expected soon. Organised labour questioned the employer on exactly when the progress report would be received. The employer undertook to provide the feedback on or before 10 December 2024.

Provision of uniform for Nurses in sector

The employer reported that terms of reference (TOR) were shared with organised labour and would take these to caucus for consultation and inputs. Organised labour agreed that it received the TOR and was happy with the contents. Organised labour demanded that the procurement of uniforms should be centralised going forward and indicated that the Council should wait for the conclusion of the Public Service Coordinating Bargaining Council (PSCBC) process on the centralisation of uniforms in the public sector. Parties resolved to wait for the finalisation of the matter by the PSCBC.

Draft Collective Agreement: Picketing Rules

The draft agreement was previously shared with labour for their input and mandating. Organised labour is still considering the draft and mandating processes are underway. Pronouncement will be made at the right time.

Child and Youth Care Workers performing duties that are not within their scope

Members would recall that organised labour raised concerns regarding the CYCW performing work outside their scope hence the employer undertook to respond. However, the matter was deferred to the next meeting owing to the unavailability of officials responsible for the section. The PSA will continue to advocate for members' rights and members will be informed of developments.

Amendment: Resolution 4/2017 - Agreement on payment of special allowance and danger allowance

Members will recall that the PSA tabled the matter following complaints from members to amend Resolution 4/2017 to increase payment of the danger allowance to R5 000 wherein the employer undertook to engage with its principals. The employer reported that internal processes were underway, and it was thus not able to respond. However, the employer undertook to respond in the next meeting.

Agreement: Establishment and regulation of Multi-Lateral Committees

The employer introduced the matter, indicating that it proposed that parties should conclude a collective agreement on the establishment and regulation of Multi-Lateral Committees. It reported that there were various multi-lateral committees in different workplaces that created a need for the development of a collective agreement to regulate such committees across the sector. Organised labour noted the proposal by the employer and parties agreed to discuss the matter further in the next meeting.

Proposal to increase Council levies

The Council reported that in 2014 there was a concluded collective agreement that regulates the levy increase. The duration of the agreement was ten years. The Council proposed that a new collective agreement be developed to regulate the increment of the Council's levy. Parties resolved to extend the lifespan of the current agreement until the end of March 2025 to allow meaningful engagement on the proposed levy increment. Members will be informed of developments.

Salary disparities: Forensic Pathology Managers

The PSA tabled the matter following complaints that Forensic Pathology Managers are not paid equally across the health sector and called on the employer to ensure that the principle of "equal work for equal pay" applies. The employer responded that it would reflect on the matter and provide feedback in the next meeting.

Members are encouraged to submit any issue of mutual interest to the PSA through their local shop stewards in all respective workplaces. Members will be informed of developments.

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.

Reuben Maleka
GENERAL MANAGER