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

18-09-2024

Update: PHSDSBC meeting - 16 September 2024

The following agenda items were discussed at the recent meeting:

Professionalisation: Community Development Practitioners

The employer made a presentation and indicated that the Minister of Social Development approved the regulations for the establishment of a board for Professional Development Practice in May 2024. The employer indicated that the regulations would give the board powers to carry its mandate in terms of the *Social Service Professions Act, 1978*. Labour noted the report, and parties agreed that the employer would provide an update in the next meeting.

Child and Youth-Care Workers perform duties not within scope

A presentation on the audit conducted by the employer was previously shared with members where the employer indicated that the duties performed by Child and Youth-Care Workers fall within their scope of duties. Labour indicated that it still holds the view that some of the duties performed by Child and Youth-Care Workers fall outside their scope of duties. Parties agreed that the employer will do a presentation in the next meeting with a breakdown of functions expected from Child and Youth-Care Workers in line with their performance agreements.

Provision of uniforms: Nurses in Sector

Members were previously informed that, on the realisation that the employer will not be able to meet the deadline of 1 September 2024 for the provision of uniforms to nurses, parties agreed that the employer will instead pay employees the uniform allowance by 30 November 2024. The employer indicated that provinces are in the process of effecting payments to nurses, as agreed. Labour noted the employer's submission. Parties agreed that the employer will provide a comprehensive progress report on this matter in the next meeting.

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

The employer indicated that the PSCBC had ceased with this matter and proposed that it be kept in abeyance until the matter is concluded by the PSCBC. Labour raised displeasure at the employer's generic submission on this matter as some labours' demands were not addressed. Labour concurred that the PSCBC had ceased with this matter for permanent appointment of CHWs, however, this item also deals with the standardisation of remuneration of CHWs and their skills development. The employer

committed to providing a comprehensive report within the next two weeks when a special Council meeting will be arranged for such a report to be presented.

Token of appreciation

Members were previously informed that the employer submitted a draft agreement to amend Resolution 2/2023 to include other categories of workers who were also at work during the COVID-19 pandemic. Labour is only opposed to clause 4.2 of the draft agreement, which places an onus on employees to provide proof that they were at work. Parties agreed that this matter be referred to the collective bargaining committee (CBC) to engage the inputs by labour before the matter can be finalised by the Council.

Amendment of Resolution 4/2017

Labour indicated that the adjustment of the special allowance for Forensic Pathology Officers (FPOs) has been long outstanding. Furthermore, labour indicated these employees are performing critical functions, but they have not yet been professionalised. Labour demanded that the special allowance for FPOs must be increased from R594 to R5 000 per month. The employer responded that this is a new item, and it will engage its principals and give a response in the next meeting.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER