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

06-06-2024

Feedback: PHSDSBC – 5 June 2024

Amendment of Resolution 2/2023 (Token of Appreciation)

The objective of this agreement is to provide a token of appreciation to all qualifying frontline employees who provided services during the COVID-19 pandemic.

As previously reported, the token of appreciation was subjected to a negotiation process in 2023. A draft collective agreement was tabled for parties to engage upon, with numerous engagements taking place. Members were requested to provide the PSA with inputs and a mandate to sign the agreement, without success. The agreement started to be effective after it enjoyed the majority signature.

The agreement provides that the employer shall provide all qualifying employees with five days special leave as a token of appreciation. The special leave applies only to qualifying employees who rendered services between 27 March 2020 and 4 April 2022. The special leave shall only apply for a period of one year from the date of the signing of this agreement.

The PSA subsequently received several complaints from members indicating that their occupational classes were not covered by the agreement despite them performing duties during COVID-19. The PSA previously called for inputs from members to identify additional categories but did not receive any inputs. The agreement is now being reviewed and the PSA is once again calling for inputs from members to identify those front-line workers that provided critical services during the covid period.

A copy of the agreement is *attached* for easy reference. Members are requested to provide inputs no later than **13 June 2024** to Velucia Maluleke at Velucia.maluleke@psa.co.za and to PSA Provincial Offices.

Members will be informed of developments.

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