PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

RESOLUTION 5 OF 2026

AMENDMENT OF RESOLUTION 2 OF 2010: AGREEMENT ON THE OCCUPATIONAL SPECIFIC DISPENSATION FOR THERAPEUTIC, DIAGNOSTIC AND RELATED ALLIED HEALTH PROFESSIONALS

1. NOTING

That:

1.1. The PHSDSBC Resolution 2 of 2010 ("the Resolution") provides for an Occupational Specific remuneration and career progression Dispensation (OSD) for Therapeutic, Diagnostic and Related Allied Health Professionals.

1.2. The Resolution further provides for:

1.2.1. Career pathing opportunities based on competencies, experience and performance;

1.2.2. Pay progression within the limits of the relevant grades based on performance; Grade progression, where applicable, based on performance;

1.2.3. Recognition of appropriate experience for the purpose of grade progression; and

1.2.4. Recognition of performance for accelerated progression to higher grades and pay progression within a salary grade.

1.3. The parties in Council failed to negotiate and conclude a sustainable model that will allow FPOs to register with a statutory body as professionals to have career pathing and job grading as envisaged in clause 4.5.2 of Resolution 4 of 2017.

2. OBJECTIVES

The objectives of this agreement are to:

2.1. Remove FPOs from the OSD as espoused in Resolution 2 of 2010, with effect from 01 July 2026 as an interim measure pending the completion of their professionalisation.

2.2. To protect the salaries and benefits of FPOs during their translation from the OSD to the standard Public Service salary structure.

2.3. To return the FPOs to an appropriate OSD upon completion of the agreed professionalisation requirements.

2.4. To enable a system wherein FPOs will receive 1.5% pay progression on an annual basis in line with the Performance Management Policy.

3. SCOPE

This agreement binds the following parties:

3.1. Employer in the National Department of Health and National Department of Social Development.

3.2. Employer in the Provincial Departments of Health and Provincial Departments of Social Development.

3.3. Trade unions that are admitted to the Council and their members.

3.4. Employees who are not members of any trade union party to this agreement, but who fall within the registered scope of the Council, in the National and Provincial Departments of Health and Social Development.

4. PARTIES AGREE THAT

4.1. All FPOs will be taken out of the OSD salary structure and be placed on the Public Service salary levels/scales applicable to administrative personnel with effect from 01 July 2026.

4.2. The process mentioned above will remain in place until the parties in council finalise the development and implementation of a professionalisation model for this category of workers as envisaged in clause 4.5.2 of Resolution 4 of 2017.

4.3. The translation of FPOs from the OSD to the standard Public Service salary/scales structure shall not result in any employee receiving a salary lower than the salary or benefits applicable immediately prior to the translation.

4.4. Upon removal from OSD, All FPOs shall be translated to an equivalent normal Public Service Level/scales and salary notch; in the event that there will be those who will be in between two applicable Public Service Notches, such employees shall be translated to the next applicable Notch. If an employee, during translation, finds himself/herself at a higher notch than the appropriate salary scale/structure, he/she will be translated to a Personal Notch in accordance with Public Service prescripts.

4.5. The Employer shall ensure that the translation protects the salary and benefits of each affected FPO and that no employee is financially disadvantaged as a direct result of the removal from the OSD.

4.6. The Performance Management Cycle of FPOs will be with effect from 01 April to 31 March. This ensures that FPOs continue to receive annual pay progression even after being removed from OSD.

4.7. Parties agree that the task team will conclude the process of matching and placing the FPOs from OSD to the standard Public Service salary structure within three (3) months from the date the agreement obtains majority signatures.

4.8. The implementation will be backdated to 01 July 2026.

4.9. Parties agree that FPOs will be subject to all relevant Public Service prescripts under non-OSD salary scales/structures.

5. INTERPRETATION AND APPLICATION

5.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the content of this agreement, the provisions of this agreement shall take precedence.

5.2. No amendments to this agreement shall be of force or effect unless reduced in writing and agreed to by both parties to the Council, as a resolution of the Council.

6. DISPUTE RESOLUTION PROCEDURE

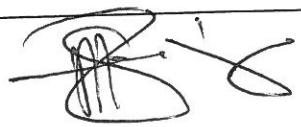
6.1. In the case of a dispute arising regarding the interpretation and application of this agreement, any party may refer such dispute to the Council, and it will be dealt with in terms of the dispute procedure of the Council.

7. IMPLEMENTATION OF THE AGREEMENT

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

THUS, DONE AND SIGNED AT CENTURION ON THIS THE 12 DAY OF NOVEMBER 2026.

ON BEHALF OF THE STATE AS AN EMPLOYER			
STATE AS THE EMPLOYER	**NAME**	**SIGNATURE**	**DATE**
THE EMPLOYER	SOLLY MAHLATJIE	[signature]	02/11/2026
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		



ON BEHALF OF ADMITTED TRADE UNIONS			
TRADE UNION	**NAME**	**SIGNATURE**	**DATE**
NEHAWU	WELCOME MNIS	[signature]	09/11/2026
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		



SV

ON BEHALF OF ADMITTED TRADE UNIONS			
TRADE UNION	**NAME**	**SIGNATURE**	**DATE**
PSA			
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
DENOSA	MAMAMELA ICWETA DANIEL		10/11/26
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
HOSPERSA	WAHEED HOOSEN		12/11/2026
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
NUPSAW	Sally Morene		16/11/2026
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		