

NUPSAW

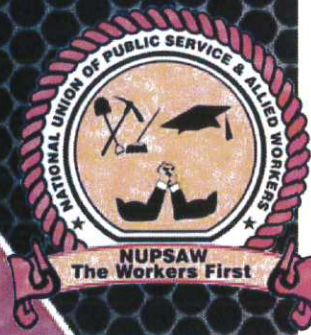
NATIONAL UNION OF PUBLIC SERVICE & ALLIED WORKERS

Head Quarters

Nupsaw House, 814 Church Street, Eastwood Pretoria 0083

PO Box 11459, The Tramshed, 0126.

Tel.: 012 342 1674 Fax.: 086 667 8362 E-mail: generalsecretary@nupsaw.co.za



20 FEBRUARY 2019

Public Health and Social Development Sectoral Bargaining Council

Report!!

THE PHSDSBC HELD A SPECIAL COUNCIL MEETING ON 14 FEBRUARY 2019. THE FOLLOWING MATTERS WERE DISCUSSED:

PHSDSBC Resolution 1 of 2018: Agreement on the Standardisation of Remuneration for Community Health Workers (CHWs) in the Department of Health.

This meeting was a follow-up on the last Council meeting where the Employer promised to provide a detailed feedback on the implementation of this Resolution.

NUPSAW requested a special Council to deal with the challenges experienced with the implementation of this Resolution.

The challenge was that some of the CHWs, eg Northern Cape, had their South African Social Security Agency (SASSA) social grants terminated after getting registered on PERSAL.

The reason for the termination was that the moment these employees got registered on PERSAL, SASSA started recognizing them as government employees and therefore terminated their

SASSA social grant because government employees are not permitted to receive SASSA social grants.

This has now been resolved with the department.

NUPSAW proposed the following during the Special Council:

1. That Council urgently embark on the process of dealing with clause 5.5 of the Resolution, which states as follows:

“To ensure the development of Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes, and **ABSORPTION** in the health system for CHWs and subsequent process that may follow in line with policy framework and strategy for wardbased outreach teams”.

2. That all CHWs be placed on salary level five (5) in terms of the Department of Public Service and Administration (DPSA) salary grades. This was based on the fact that the entry requirement for CHWs is envisaged to be a matriculation certificate. This is a requirement in terms of public servants on level five (5).

The employer said that it still needs to source mandates in terms of the proposals due to the financial implications.

NUPSAW raised serious concerns on the employer's dragging of feet on this issue.

NUPSAW highlighted that this was signed on 12 June 2018 yet the employer has not started sourcing a mandate on this issue.

The employer could not even provide the provincial implementation report as promised in the Council of 31 January 2019.

NUPSAW has given the employer until 28 March 2019 to come up with a concrete mandate for implementation in April 2019.

CHWs : Department of Social Development

NUPSAW tabled a demand at the PHSDSBC to extend Resolution 1 of 2018 to the Dept of Social Development.

Uncontracted CHWs

The CHWs who are uncontracted and not yet working are welcome to come and listen to the arbitration proceedings on 29 April, 30 April, 02 May and 03 May 2019 at 10:00 at the SG Lourens Nursing College, Pretoria. See the E-mail by Ndimiso Voyi Inc Attorneys who confirm their attendance and submissions made on behalf of NUPSAW.