

RESOLUTION 1 OF 2011

OF THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL

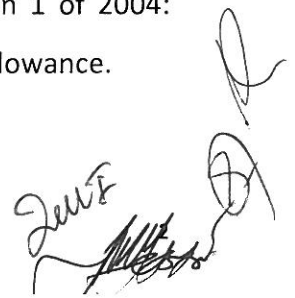
**REPEAL OF PUBLIC HEALTH AND WELFARE SECTOR
BARGAINING COUNCIL RESOLUTION 1 OF 2004: AGREEMENT
ON THE INSTITUTION OF A NON-PENSIONABLE SCARCE SKILLS
ALLOWANCE**

NOTING

- a. That PSCBC Resolution 9 of 2001 sought the establishment of a framework for the retention of scarce skills in the public service;
- b. That the PSCBC delegated Sectoral Councils to identify the occupational categories that would be identified as scarce skills;
- c. That the payment of the scarce skills allowance to identified categories of health professionals was done in terms PHWSBC Resolution 1 of 2004;
- d. That the purpose of the scarce skills allowance was to attract and retain professional skills in the public service;
- e. That the PSCBC Resolution 1 of 2007 provides for the replacement of the Scarce Skills Framework with a revised salary structure;
- f. That the PHSDSBC concluded the following collective Occupational Specific Dispensation Agreements which provided for the incorporation of the scarce skills allowance into salary:
 - i. Resolution 3 of 2007: Agreement on Implementation of an Occupational Specific Dispensation (OSD) for Nurses;
 - ii. Resolution 3 of 2009: Occupational Specific Dispensation for Medical Officers, Medical Specialists, Dentists, Dental Specialists, Pharmacologists, Pharmacists and Emergency Care Practitioners;
 - iii. Resolution 1 of 2010: Addendum on the Occupational Specific Dispensation for Medical Officers, Medical Specialists, Dentists, Dental Specialists, Pharmacologists, Pharmacists and Emergency Care Practitioners, and,
 - iv. Resolution 2 of 2010: Occupational Specific Dispensation for Therapeutic, Diagnostic and Related Allied Health Professionals.

2. OBJECTIVES

The objective of this agreement is to repeal PHWSBC Resolution 1 of 2004: Agreement on the Institution of a Non-Pensionable Scarce Skills Allowance.



3. SCOPE

This agreement binds:

- a. The Employer;
- b. The employees of the Employer who are members of the trade unions that are admitted to the PHSDSBC;
- c. The employees of the Employer who are not members of the trade unions that are admitted to the PHSDSBC.

4. REPEAL

The PHWSBC Resolution 1 of 2004: Agreement on the Institution of a Non-Pensionable Scarce Skills Allowance signed on 28 January 2004 is hereby repealed in its entirety with effect from 01 July 2010.

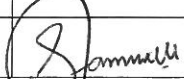
5. DISPUTE RESOLUTION

Any dispute about the interpretation or application of this agreement shall be dealt with in accordance with the Dispute Procedure of the PHSDSBC.


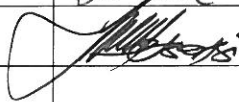
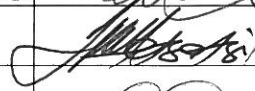
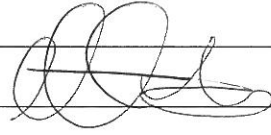
Handwritten signatures and initials in the bottom right corner, including a large signature that appears to be 'Zur I' and a circled 'A'.

THUS DONE AND SIGNED AT CENTURION ON THIS THE 18TH DAY OF FEBRUARY 2011

ON BEHALF OF THE STATE AS EMPLOYER

	NAME	SIGNATURE
STATE AS EMPLOYER	JAMES T. CORNWALL	

ON BEHALF OF THE TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	Dele Isaac	
DENOSA		
PSA		
HOSPERSA	Susan McNeely	
NUPSAW/SADNU		