

The following are summaries of draft agreements which are currently before the PHSDSBC meeting that was convened on 31 January 2019.

INCREASE OF LEVIES:

From 01 April 2015 to date, the PHSDSBC has been funded by a levy contribution of R5.00 per employee and R5.00 per employee from the Employer (a total of R10.00).

The contribution of R10.00 referred to can no longer sustain the strategic objectives and operational functions of the Council as required by the Constitution of Council.

PHSDSBC: ORGANISATIONAL RIGHTS AGREEMENT BETWEEN THE STATE AS EMPLOYER IN THE SECTOR AND ADMITTED TRADE UNIONS

THRESHOLD OF REPRESENTATIVENESS

The threshold of representativeness as contemplated in section 18 of the LRA for trade unions who are not admitted as parties to the Council as at the date on which this agreement becomes effective, but who seek to be granted organizational rights in the relevant workplace, shall be 75% of the Admission Threshold as determined in the Constitution of the Council from time to time. Trade unions who meet this threshold of representativeness shall be granted the organizational rights in sections 12, 13 and 15 of the LRA. In respect of trade unions who seek to be admitted as parties to the Council after the date on which this agreement becomes effective, the following shall apply:

*A trade union who is admitted as a party to the Council and meets the Admission Threshold shall be granted the organisational rights in section 12, 13, 14 and 15 of the LRA in the relevant workplace.

*Trade unions who are admitted as parties to the Council as a result of them acting jointly but who do not, in their own right as a single trade union, meet the Admission Threshold of the Council, shall be granted the organizational rights in sections 12, 13 and 15 of the LRA in the relevant workplace.

*4.2 Trade unions who are not admitted as parties to the Council but who jointly meet 75% of the Admission Threshold, shall be granted the organisational rights in section 12, 13 and 15 of the LRA in the workplace.

Standardisation of Remuneration for Community Care Givers within the Department of Social Development.

The Department of Social Development has employment Community Care Givers (CCGs) executing various duties in all provinces. They are provided with monthly stipends. In June 2018 PHSDSBC Resolution 1 of 2018 was signed to standardize stipends for the Community Health Workers (CHWs) and to address other issues related to the conditions of service for the same category of staff.

The agreement was signed with an understanding that it was inclusive of the CCGs for both employers, namely Department of Health and Social Development as per scope of the council, which was never the case.

In view of the above; NUPSAW demand the above omission be corrected by extending the Resolution 1 of 2018 retrospectively to CCGs within Department of Social Development as they were unfairly discriminated.

AVERAGING WORKING HOURS FOR EMERGENCY MEDICAL SERVICES SHIFT WORKERS IN THE HEALTH SECTOR

- 1.1. The ordinary working hours in the Emergency Medical Services shall amount to an average of 40 hours per week, calculated over a four-month period to be paid on a monthly basis
- 1.2. The overtime payment shall be for actual hours worked; not on rostered shift hours and shall be paid at normal overtime rate
- 1.3. Emergency Medical Services personnel shall, based on service delivery imperatives and applicable staffing levels, work a 12-hour shift for both day and night shifts, inclusive of meal

intervals

CHILDCARE AND BREAST-FEEDING FACILITIES FOR PARENTS EMPLOYED IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTOR

To provide Breastfeeding – friendly workplace facilities for employees employed in the Health and Social Development sector.

To provide aftercare facilities in the Public Health and Social Development Sector

Employer in the Department of Health (DoH) and all its provincial departments.

Employer in the Department of Social Development (DoSD) and all its provincial departments

To provide for Breast-feeding friendly workplace facilities in the Departments of Health and Social Development sector.

To ensure that costs for such exercise available and is borne by both the Departments of Health and Social Development.

To ensure the provisioning of the aftercare facilities for children of employees within the Departments of Health and Social Development.

To ensure that the departments develop policies in compliance with this agreement.

That this agreement be fully implemented by 01 April 2019.

RESOLUTION OF 2018: AMENDMENT TO THE REVISED NON- PENSIONABLE RECRUITMENT ALLOWANCE REFERRED TO AS RURAL ALLOWANCE

Clause 3.9 of Resolution 2 of 2004 states that the Agreement will be reviewed every three years from the date of implementation.

There is inequity in the percentage paid to the qualifying professionals.

Some professions are not listed in the current Resolution.

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The following Occupational Categories were identified for rural allowance in the Health sector;

Optometrist	Assistant Occupational Therapist	Forensic Pathology Officer
Sonographer/ Radiographer specialist	Assistant Pharmacist	Orthopaedic and Prosthetics Officer
Nursing tutor	Social Worker	Orthopaedic and Prosthetics assistant
Oral Hygiene	Emergency Service personnel	Environmental Health practitioner
Dental therapist	Audiologist	Radiation Laboratory technician
Assistant Nurse	Podiatrist	Biokineticist
Enrolled Nurse	Dental assistant	Environmental Health Assistant
Assistant Physiotherapist	Radiography assistant	Medical Technology assistant

Medical Technologist	Community Rehabilitation Workers	Ophthalmology Technician
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RE-GRADING OF SOCIAL AUXILIARY WORKERS IN THE DEPARTMENT OF SOCIAL DEVELOPMENT AND DEPARTMENT OF HEALTH

Offer to implement the retrospective re-grading and payment of SAW who were in the employ of the departments between 1 April 2007 to 31 March 2008 and were still in service on 01 April 2008 (implementation of the OSD) on salary level 4.

To implement re-grading of SAW Grade 1 to SAW Grade 2 with effect from 01 April 2018. To implement the re-grading of SAW Grade 2 to SAW Grade 3 due to accelerated grade progression from Grade 1 to Grade 2 with effect from 01 April 2018.

Each Health and Social Development Provincial Department is responsible for:

The implementation and retrospective payment of the respective qualifying SAW within its respective area of jurisdiction and,

The implementation and payment of all SAW within its respective area of jurisdiction. And the implementation and payment of all SAW within its respective area of jurisdiction.

SANPARKS SALARY NEGOTIATIONS AND CONDITIONS OF SERVICES 2019/2020

NUPSAW PROPOSALS

- Insourcing of all services in Sanparks (Shops, mechanical workshop & Restaurant).
- No outsourcing of services and the use of labour brokers in hiring of the new temporary employees in the organisation.
- Adjustment of salaries to market value or by R5000.00 and have three-year deal with 15% normal annual increase in place.
- Inclusion of D band in the bargaining unit.
- Full implementation of legislative compliance on those below the threshold (same salary for same job of equal value).
- Scrapping of Paterson grading and be replaced with levels to allow notches.
- Medical Aid subsidy extended to D band at 90% subsidy.
- 13th cheque extended to C and D bands and no tax deductions should be made on the 13th cheque.
- Camping allowance be paid to all field rangers working with their section in other hot spot regions/ sections.
- Introduction of scarce skill allowance (retention allowance on scarce skill).
- Standardization of positions on people doing the same job e.g. Caretaker, Housekeeper, and Handyman and Trade worker.
- Nightshift allowance be made R100.00 on full circle.
- Danger allowance be extended to all parks field rangers and field guides who are exposed to all types of risks (as their work includes among others snakes, poachers, illegal immigrants and diamonds diggers etc.
- Danger allowance be extended to C band and employees at picnic areas and security officers.
- Danger allowance lump sum on field rangers dying in the line of duty to the value of R1 000000.00.

-An allowance of R500.00 to Dog and Horse handlers , Danger allowance increase by R250.00, Car tyre fitment for those with tool of trade nor car allowance.

-Tool of trade be extended to technical officers in small parks and be increased to R8000.00

-Study bursary should cover all the costs e.g. travelling, accommodation and S&T.

-No staff tax deduction for staff accommodation.

-S&T and Sleep Out allowance be reviewed in line with the market value.

-Housing allowance for all employees then pay SANPARKS nominal rent (no commercial rental should be allowed to SANPARKS staff) and prepaid electrical meter be installed.

-Transport for SANPARKS workers residing outside the national parks be extended to all parks/ camps closer to the gate as it is the case in Skukuza camp in Kruger National Park scrapping of the R1800.00 uniform allowance and provide three set of uniform per annum.

-Make sufficient training in all field of work.

-Occasional leave be extended to all parks.

-Scrapping of cost to company on C and D bands.

-Recreational facilities for the staff and proper housing wherein tents must be abolished as they cannot be used not for more than three months to house permanent employees.

-Bakkies should be stopped carrying people to work on the load bin as it put the lives of the employees at risk and it is against the law of the country. Game viewing vehicles can be used instead of selling them to auction nor buy taxis.

-Public driver's permit allowance should be introduced to all drivers who drive vehicles that requires PDP, and such should be payable into the salary once after two years in April into the salary to a value of R1000.00

-Standardise working hours to 40 hours per week, 160 hours per month given the fact that salaries are the same regardless of working hours.

-Regional awards be accompanied with monetary value of R1500.00

-Long service rewards to be increased to the following amounts:

-Ten years of service R15000.00; Twenty years of service R30000.00; Thirty years of service R45000.00; Forty years of service R60000.00

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